GENERAL SERVICES ADMINISTRATION

Federal Supply Service Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address GSA Advantage!® is: GSAAdvantage.gov.

Multiple Award Schedule (MAS)
FSC Group : Class 70
FSC/PSC: D399
Contract Number: GS-35F-0378X

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

Price list current as of Modification # PS-0033 effective May 25, 2021

Contract Period: 05/10/2011 - 05/09/2026

Contractor: COLSA Corporation

6728 Odyssey Drive Huntsville, AL 35806 3302

 Telephone:
 (256) 964-5276

 FAX Number:
 (256) 964-5419

 Web Site:
 www.colsa.com

E-mail: tmagnusson@colsa.com

Contract Administration: Tim Magnusson

Business Size: Large

CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to item descriptions and awarded price(s):

SINs	SIN Descriptions
54151S	54151S Information Technology Professional Services
54151HACS	54151HACS Highly Adaptive Cybersecurity Services
54151HEAL	54151HEAL Health Information Technology Services
OLM	OLM Order-Level Materials (OLM)

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. See Attachment 1.

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. See Attachment 2.

2. Maximum Order:

54151S	\$500,000
54151HACS	\$500,000
54151HEAL	\$500,000
OLM	\$250,000

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery area): Domestic only

5. Point(s) of production (city, county, and state or foreign country): Same as company address

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted). See Attachment 1.

7. Quantity discounts: None Offered

8. Prompt payment terms: Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. Foreign items (list items by country of origin): None

10a. Time of Delivery (Contractor insert number of days): As specified in the Contract or the Task Order

10b. Expedited Delivery. If items are available for expedited delivery, they will be noted in this price list.

- **10c.** Overnight and 2-day delivery. Please contact COLSA Corporation to determine whether overnight and 2-day delivery are available. The schedule customer may contact COLSA Corporation for rates for overnight and 2-day delivery.
- **10d. Urgent Requirements.** Urgent Requirements will be handled in compliance with the Urgent Requirements clause I-FSS-140-B of the GSA contract. Agencies can also contact COLSA Corporation's representative to affect a faster delivery.
- 11. F.O.B Points(s): Destination
- 12a. Ordering Address(es): COLSA Corporation, 6728 Odyssey Drive, Huntsville, AL 35806 3302
- **12b. Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3..
- 13. Payment address(es): P.O. Box 1068 Huntsville, AL 35807-3301 ATTN: Accounts Receivable
- **14. Warranty provision.:** COLSA Corporation's standard commercial warranty.
- 15. Export Packing Charges (if applicable): N/A
- 16. Terms and conditions of rental, maintenance, and repair (if applicable): N/A
- 17. Terms and conditions of installation (if applicable): N/A
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A
- 18b. Terms and conditions for any other services (if applicable): N/A
- 19. List of service and distribution points (if applicable): N/A
- 20. List of participating dealers (if applicable): N/A
- 21. Preventive maintenance (if applicable): N/A
- 22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants).: N/A
- 22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/. N/A
- 23. Data Universal Numbering System (DUNS) number: 102067378
- 24. Notification regarding registration in System for Award Management (SAM) database.:

 Registered

Attachment 1 - Rates

OIN	0			1t 1 - Ka		05/40/0000	05/40/0004	05/40/0005
SIN	Service Proposed	Contractor or Customer	05/10/2020	05/10/2021	05/10/2022	05/10/2023	05/10/2024	05/10/2025 -
	(eg Job Title/Task)	Facility	05/09/2021 YEAR 10	05/09/2022 YEAR 11	05/09/2023 YEAR 12	05/09/2024 YEAR 13	05/09/2025 YEAR 14	05/09/2026 YEAR 15
	Engineer /							
54151S	Computer Scientist I	Contractor Facility	\$64.78	\$66.08	\$67.39	\$68.74	\$70.12	\$71.52
341313	Engineer /	1 acility	ψ04.70	ψ00.00	ψ07.53	ψ00.74	Ψ10.12	Ψ11.02
	Computer	Contractor	*****	***	***	***		400.00
54151S	Scientist II Engineer /	Facility	\$84.19	\$85.87	\$87.59	\$89.34	\$91.13	\$92.96
	Computer	Contractor						
54151S	Scientist III	Facility	\$98.09	\$100.05	\$102.06	\$104.10	\$106.19	\$108.31
	Engineer / Computer	Contractor						
54151S	Scientist IV	Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
	Engineer /							
54151S	Computer Scientist V	Contractor Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
341313	Engineer /	1 acility	Ψ142.17	ψ143.01	ψ147.31	ψ130.07	ψ100.09	ψ130.31
	Computer	Contractor				.	.	
54151S	Scientist VI Engineer /	Facility	\$164.20	\$167.48	\$170.84	\$174.25	\$177.74	\$181.29
	Computer	Contractor						
54151S	Scientist VII	Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
54151S	Cyber Engineer I	Contractor Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
341313	Cyber	Contractor	ψ13.03	ψ10.00	ψ10.04	Ψ10.30	ψ19.93	ψ01.00
54151S	Engineer II	Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
54151S	Cyber Engineer III	Contractor Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
341313	Cyber	Contractor	φ124.72	φ121.21	\$129.70	φ132.33	\$133.00	\$137.70
54151S	Engineer IV	Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
E41E1C	Cyber Engineer V	Contractor Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
54151S	Cyber	Contractor	\$101.52	\$100.10	φ100.00	\$192.03	φ190.40	φ200.41
54151S	Engineer VI	Facility	\$227.71	\$232.26	\$236.91	\$241.65	\$246.48	\$251.41
54151S	Cyber Engineer VII	Contractor Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
341313	Cyber	Contractor	φ290.74	φ290.55	φ302.30	φ300.00	φ314.73	φ321.01
54151S	Analyst I	Facility	\$66.47	\$67.80	\$69.16	\$70.54	\$71.95	\$73.39
54151S	Cyber Analyst II	Contractor Facility	\$95.98	\$97.90	\$99.86	\$101.85	\$103.88	\$105.96
341313	Cyber	Contractor	φ93.90	φ91.90	φ99.00	\$101.00	ψ103.00	\$105.90
54151S	Analyst III	Facility	\$109.43	\$111.62	\$113.85	\$116.12	\$118.44	\$120.82
54151S	Cyber	Contractor	\$142.20	\$145.04	\$147.94	\$150.90	\$153.92	\$156.99
341313	Cyber Cyber	Contractor	\$142.20	φ145.04	φ147.34	\$150.90	\$100.92	φ130.99
54151S	Analyst V	Facility	\$159.26	\$162.45	\$165.68	\$169.01	\$172.39	\$175.84
54151S	Cyber Analyst VI	Contractor Facility	\$199.78	\$203.78	\$207.86	\$212.02	\$216.26	\$220.58
341313	Cyber	Contractor	φ199.70	φ203.76	φ207.00	φ <u>212.02</u>	φ210.20	φ220.30
54151S	Analyst VII	Facility	\$253.05	\$258.11	\$263.27	\$268.54	\$273.91	\$279.39
	Information	Contractor						
54151S	Assurance Specialist I	Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
	Information					•		
54151S	Assurance Specialist II	Contractor Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
J+1313	Information	ı acıııty	φι 3.03	φι υ.υυ	φ10.04	φιυ.30	का च.चउ	φυ1.υυ
	Assurance	Contractor			4			
54151S	Specialist III Information	Facility	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
	Assurance	Contractor						
54151S	Specialist IV	Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79

	Information							
54151S	Assurance Specialist V	Contractor Facility	\$124.73	\$127.22	\$129.77	\$132.37	\$135.02	\$137.72
341313	Information	1 acility	ψ124.73	Ψ121.22	Ψ123.11	ψ132.37	ψ133.02	ψ137.72
	Assurance	Contractor				^	* • • • • • • • • • • • • • • • • • • •	*
54151S	Specialist VI Information	Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
	Assurance							
	Specialist	Contractor				.	.	
54151S	VII	Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
54151S, ANCILLARY	Technician I	Contractor Facility	\$37.46	\$38.21	\$38.97	\$39.76	\$40.56	\$41.37
54151S,		Contractor		A. 10. 00	A. 10. 00	^	A= 4.00	^-
ANCILLARY	Technician II	Facility	\$47.38	\$48.33	\$49.28	\$50.27	\$51.28	\$52.29
54151S, ANCILLARY	Technician III	Contractor Facility	\$62.04	\$63.28	\$64.56	\$65.84	\$67.16	\$68.50
54151S,	Technician	Contractor	#70.05	ф ж г оо	ф 7 0 04	ф ж о ос	ф т о ог	004.55
ANCILLARY	IV	Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
54151S, ANCILLARY	Technician V	Contractor Facility	\$81.24	\$82.86	\$84.52	\$86.21	\$87.94	\$89.70
54151S, ANCILLARY	Program Support Specialist I	Contractor Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
54151S, ANCILLARY	Program Support Specialist II	Contractor Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
54151S	Program Support Specialist III	Contractor Facility	\$86.40	\$88.13	\$89.89	\$91.69	\$93.52	\$95.39
544540	Program	Contractor	0.100.00	0.405.00	0.400.00	0.47 0.00	0475 44	#470.00
54151S	Manager I Program	Facility Contractor	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
54151S	Manager II	Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
E41E1C	Program Manager III	Contractor Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
54151S	iviariagei iii	Contractor	φ290.74	φ290.55	φ302.30	φ306.33	φ314.73	φ321.U1
54151S	Task Lead I	Facility	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
54151S	Task Lead II	Contractor Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
	Task Lead	Contractor						
54151S	III	Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
54151S	IT Analyst I	Contractor Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
54151S	IT Analyst II	Contractor Facility	\$66.47	\$67.80	\$69.16	\$70.54	\$71.95	\$73.39
54151S	IT Analyst III	Contractor Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
54151S	IT Analyst IV	Contractor Facility	\$84.19	\$85.87	\$87.59	\$89.34	\$91.13	\$92.96
54151S	IT Analyst V	Contractor Facility	\$95.98	\$97.90	\$99.86	\$101.85	\$103.88	\$105.96
		Contractor						
54151S	IT Analyst VI IT Analyst	Facility Contractor	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
54151S	VII IT Analyst	Facility Contractor	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
54151S	VIII	Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97

54151S	IT Analyst IX	Contractor Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
54151S	IT Analyst X	Contractor Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
54151S	Systems Design and Developmen t Engineer I	Contractor Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
54151S	Systems Design and Developmen t Engineer II	Contractor Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
54151S	Systems Design and Developmen t Engineer III	Contractor Facility	\$79.03	\$80.61	\$82.22	\$83.87	\$85.54	\$87.26
	Systems Design and Developmen t Engineer	Contractor						
54151S	IV Systems	Facility	\$84.19	\$85.87	\$87.59	\$89.34	\$91.13	\$92.96
54151S	Design and Developmen t Engineer V	Contractor Facility	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
54151S	Systems Design and Developmen t Engineer VI	Contractor Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
	Systems Design and Developmen t Engineer	Contractor						
54151S	VII Systems	Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
54151S	Design and Developmen t Engineer VIII	Contractor Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
54151S	Systems Design and Developmen t Engineer IX	Contractor Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
	Systems Design and Developmen	Contractor				·	·	
54151S	t Engineer X Functional Specialist / Functional	Facility Contractor	\$203.30	\$207.37	\$211.51	\$215.74	\$220.06	\$224.45
54151S	Expert I Functional Specialist /	Facility	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
54151S	Functional Expert II Functional	Contractor Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
54151S	Specialist / Functional Expert III	Contractor Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
54151S	Functional Specialist / Functional Expert IV	Contractor Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01

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54151S, ANCILLARY	Engineer Trainee I	Contractor Facility	\$39.05	\$39.83	\$40.63	\$41.44	\$42.27	\$43.11
54151S, ANCILLARY	Engineer Trainee II	Contractor Facility	\$43.73	\$44.60	\$45.50	\$46.41	\$47.34	\$48.28
54151S, ANCILLARY	Engineer Trainee III	Contractor Facility	\$49.87	\$50.87	\$51.88	\$52.93	\$53.99	\$55.07
54151S, ANCILLARY	Analyst Trainee I	Contractor Facility	\$39.05	\$39.83	\$40.63	\$41.44	\$42.27	\$43.11
54151S, ANCILLARY	Analyst Trainee II	Contractor Facility	\$43.73	\$44.60	\$45.50	\$46.41	\$47.34	\$48.28
54151S, ANCILLARY	Analyst Trainee III	Contractor Facility	\$49.87	\$50.87	\$51.88	\$52.93	\$53.99	\$55.07
54151S	Engineer / Computer Scientist I	Customer Facility	\$59.51	\$60.70	\$61.91	\$63.15	\$64.42	\$65.70
54151S	Engineer / Computer Scientist II Engineer /	Customer Facility	\$77.34	\$78.89	\$80.46	\$82.07	\$83.71	\$85.39
54151S	Computer Scientist III Engineer /	Customer Facility	\$90.10	\$91.90	\$93.74	\$95.61	\$97.54	\$99.49
54151S	Computer Scientist IV Engineer /	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
54151S	Computer Scientist V Engineer /	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
54151S	Computer Scientist VI Engineer /	Customer Facility	\$150.82	\$153.84	\$156.91	\$160.05	\$163.25	\$166.52
54151S	Computer Scientist VII Cyber	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
54151S 54151S	Cyber Engineer II	Customer Facility Customer Facility	\$67.84 \$100.49	\$69.20 \$102.50	\$70.58 \$104.55	\$71.98 \$106.64	\$73.42 \$108.77	\$74.89 \$110.95
54151S 54151S	Cyber Engineer III Cyber Engineer IV	Customer Facility Customer Facility	\$114.57 \$148.87	\$116.86 \$151.85	\$119.19 \$154.88	\$121.57 \$157.97	\$124.00 \$161.13	\$126.48 \$164.35
54151S	Cyber Engineer V Cyber	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
54151S 54151S	Engineer VI Cyber Engineer VII	Customer Facility Customer Facility	\$209.16 \$267.06	\$213.34 \$272.40	\$217.62 \$277.85	\$221.97 \$283.41	\$226.41 \$289.07	\$230.93 \$294.87
54151S	Cyber Analyst I Cyber	Customer Facility	\$61.06	\$62.28	\$63.53	\$64.80	\$66.10	\$67.43
54151S 54151S	Analyst II Cyber Analyst III	Customer Facility Customer Facility	\$88.17 \$100.51	\$89.93 \$102.52	\$91.72 \$104.57	\$93.57 \$106.66	\$95.44 \$108.80	\$97.35 \$110.97
54151S	Cyber Analyst IV Cyber	Customer Facility	\$130.62	\$133.23	\$135.90	\$138.61	\$141.38	\$144.21
54151S	Analyst V	Customer Facility	\$146.28	\$149.21	\$152.19	\$155.23	\$158.35	\$161.51

54151S	Cyber Analyst VI	Customer Facility	\$183.51	\$187.18	\$190.91	\$194.74	\$198.63	\$202.60
	Cyber	,						
54151S	Analyst VII Information	Customer Facility	\$232.44	\$237.09	\$241.83	\$246.67	\$251.60	\$256.63
E41E10	Assurance	Customer Facility	¢ E2 20	¢ E2 24	¢ E4 24	¢55.40	\$ E6 E0	የ ደ7 60
54151S	Specialist I Information	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
54151S	Assurance Specialist II	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
011010	Information	- Customer Fashing	ψ07.01	Ψ00.20	ψ, σ.σσ	ψ/ 1.00	ψ/ O. 12	ψ11.00
54151S	Assurance Specialist III	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
	Information Assurance							
54151S	Specialist IV	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
	Information Assurance							
54151S	Specialist V Information	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
	Assurance							
54151S	Specialist VI Information	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
	Assurance							
54151S	Specialist VII	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
54151S, ANCILLARY	Technician I	Customer Facility	\$34.41	\$35.10	\$35.80	\$36.52	\$37.25	\$37.99
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54151S,								
ANCILLARY	Technician II	Customer Facility	\$43.52	\$44.39	\$45.28	\$46.18	\$47.11	\$48.05
54151S,	Technician							
ANCILLARY	III	Customer Facility	\$56.99	\$58.13	\$59.29	\$60.47	\$61.69	\$62.91
54151S,	Technician							
ANCILLARY	IV	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
54151S, ANCILLARY	Technician V	Customer Facility	\$74.62	\$76.11	\$77.63	\$79.18	\$80.77	\$82.39
	Program		¥1 113=	******	*******	V . 22	*****	70-100
54151S,	Support	Custom on Facility	Ф ГО ОО	Ф ГО О4	ФE 4.04	ФЕБ 40	# FC FO	Ф Г 7 СО
ANCILLARY	Specialist I	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
54151S,	Program Support							
ANCILLARY	Specialist II Program	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
_	Support							
54151S	Specialist III Program	Customer Facility	\$79.37	\$80.96	\$82.58	\$84.23	\$85.91	\$87.63
54151S	Manager I	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
54151S	Program Manager II	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
54151S	Program Manager III	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
54151S	Task Lead I	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
54151S	Task Lead II	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
	Task Lead	•						
54151S	IT Analyst I	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35 \$56.50	\$144.18
54151S	IT Analyst I	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63

54151S	IT Analyst II	Customer Facility	\$61.06	\$62.28	\$63.53	\$64.80	\$66.10	\$67.43
54151S	IT Analyst III	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
54151S	IT Analyst IV	Customer Facility	\$77.34	\$78.89	\$80.46	\$82.07	\$83.71	\$85.39
54151S	IT Analyst V	Customer Facility	\$88.17	\$89.93	\$91.72	\$93.57	\$95.44	\$97.35
54151S	IT Analyst VI	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
54151S	IT Analyst VII	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
54151S	IT Analyst VIII	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
54151S	IT Analyst IX	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
54151S	IT Analyst X	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
54151S	Systems Design and Developmen t Engineer I Systems	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
54151S	Design and Developmen t Engineer II	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
54151S	Systems Design and Developmen t Engineer III	Customer Facility	\$72.59	\$74.04	\$75.52	\$77.02	\$78.56	\$80.13
	Systems Design and Developmen t Engineer		·		·	·		
54151S 54151S	Systems Design and Developmen t Engineer V	Customer Facility Customer Facility	\$77.34 \$88.15	\$78.89 \$89.91	\$80.46 \$91.71	\$82.07 \$93.55	\$83.71 \$95.42	\$85.39 \$97.32
54151S	Systems Design and Developmen t Engineer VI	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
54151S	Systems Design and Developmen t Engineer VII	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
54151S	Systems Design and Developmen t Engineer VIII	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
54151S	Systems Design and Developmen t Engineer IX	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
	Systems Design and Developmen							
54151S	t Engineer X Functional Specialist / Functional	Customer Facility	\$186.74	\$190.47	\$194.28	\$198.17	\$202.13	\$206.18
54151S	Expert I	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
54151S	Functional Specialist /	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18

	Functional Expert II							
54151S	Functional Specialist / Functional Expert III	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
54151S	Functional Specialist / Functional Expert IV	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
54151S, ANCILLARY	Engineer Trainee I	Customer Facility	\$35.87	\$36.59	\$37.32	\$38.07	\$38.83	\$39.60
54151S, ANCILLARY	Engineer Trainee II	Customer Facility	\$40.17	\$40.97	\$41.79	\$42.63	\$43.48	\$44.35
54151S, ANCILLARY	Engineer Trainee III	Customer Facility	\$45.80	\$46.72	\$47.65	\$48.60	\$49.58	\$50.57
54151S, ANCILLARY	Analyst Trainee I	Customer Facility	\$35.87	\$36.59	\$37.32	\$38.07	\$38.83	\$39.60
54151S, ANCILLARY	Analyst Trainee II	Customer Facility	\$40.17	\$40.97	\$41.79	\$42.63	\$43.48	\$44.35
54151S, ANCILLARY	Analyst Trainee III	Customer Facility	\$45.80	\$46.72	\$47.65	\$48.60	\$49.58	\$50.57
54151HACS	HACS Engineer / Computer Scientist I	Customer Facility	\$59.51	\$60.70	\$61.90	\$63.15	\$64.42	\$65.70
54151HACS	HACS Engineer / Computer Scientist II	Customer Facility	\$77.34	\$78.89	\$80.46	\$82.07	\$83.72	\$85.40
	HACS Engineer / Computer							
54151HACS	Scientist III HACS Engineer / Computer	Customer Facility	\$90.10	\$91.90	\$93.75	\$95.63	\$97.54	\$99.49
54151HACS	Scientist IV HACS Engineer /	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
54151HACS	Computer Scientist V HACS Engineer /	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
54151HACS	Computer Scientist VI HACS	Customer Facility	\$150.82	\$153.84	\$156.92	\$160.05	\$163.25	\$166.52
54151HACS	Engineer / Computer Scientist VII HACS	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.95	\$180.48	\$184.09
54151HACS	Cyber Engineer I HACS	Contractor Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
54151HACS	Cyber Engineer II	Contractor Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79

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	Cyber	Contractor						
54151HACS	Engineer III	Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
	HACS Cyber	Contractor						
54151HACS	Engineer IV	Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
	HACS				-			
5445411400	Cyber	Contractor	# 404.50	# 405.45	# 400.05	# 400.00	# 400.40	# 000 44
54151HACS	Engineer V HACS	Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
	Cyber	Contractor						
54151HACS	Engineer VI	Facility	\$227.71	\$232.26	\$236.91	\$241.65	\$246.48	\$251.41
	HACS	0						
54151HACS	Cyber Engineer VII	Contractor Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
3413111700	HACS	1 domey	Ψ230.7 4	Ψ230.33	ψ302.30	ψ500.55	ψ514.75	ψ321.01
	Cyber	Contractor						
54151HACS	Analyst I	Facility	\$66.47	\$67.80	\$69.16	\$70.54	\$71.95	\$73.39
	HACS Cyber	Contractor						
54151HACS	Analyst II	Facility	\$95.98	\$97.90	\$99.86	\$101.85	\$103.88	\$105.96
	HACS							
E44E4HACC	Cyber	Contractor	¢400.42	¢444.60	¢442.05	¢116.10	¢440.44	¢120.02
54151HACS	Analyst III HACS	Facility	\$109.43	\$111.62	\$113.85	\$116.12	\$118.44	\$120.82
	Cyber	Contractor						
54151HACS	Analyst IV	Facility	\$142.20	\$145.04	\$147.94	\$150.90	\$153.92	\$156.99
	HACS Cyber	Contractor						
54151HACS	Analyst V	Facility	\$159.26	\$162.45	\$165.68	\$169.01	\$172.39	\$175.84
0110111100	HACS	, comy	ψ.σσ. <u>z</u> σ	ψ.σ <u>=</u> σ	ψ.σσ.σσ	ψσσ.σ.	ψ <u>ב</u> σ	ψσ.σ
	Cyber	Contractor						
54151HACS	Analyst VI HACS	Facility	\$199.78	\$203.78	\$207.86	\$212.02	\$216.26	\$220.58
	Cyber	Contractor						
54151HACS	Analyst VII	Facility	\$253.05	\$258.11	\$263.27	\$268.54	\$273.91	\$279.39
	HACS							
	Information Assurance	Contractor						
54151HACS	Specialist I	Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
	HACS							
	Information Assurance	Contractor						
54151HACS	Specialist II	Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
	HACS		·	·	·	·	·	·
	Information	0						
54151HACS	Assurance Specialist III	Contractor Facility	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
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	Information							
54151HACS	Assurance Specialist IV	Contractor Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
54151HACS	HACS	Facility	\$109.40	φ111.39	φ113.0Z	φ110.10	φ110.4Z	\$120.79
	Information							
5445411.05	Assurance	Contractor	0464-5	# 40= 00	0465 ==	0400 07	0.40= 0.5	# 40= =0
54151HACS	Specialist V HACS	Facility	\$124.73	\$127.22	\$129.77	\$132.37	\$135.02	\$137.72
	Information							
	Assurance	Contractor						
54151HACS	Specialist VI	Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
	HACS Information							
	Assurance							
	Specialist	Contractor			0 445	A.=	A . = - · ·	A
54151HACS	VII	Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96

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54151HACS	HACS	Contractor						
ANCILLARY	Technician I	Contractor Facility	\$37.46	\$38.21	\$38.97	\$39.76	\$40.56	\$41.37
54151HACS								
, ANCILLARY	HACS Technician II	Contractor Facility	\$47.38	\$48.33	\$49.28	\$50.27	\$51.28	\$52.29
54454UACC	114.00							
54151HACS , ANCILLARY	HACS Technician III	Contractor Facility	\$62.04	\$63.28	\$64.56	\$65.84	\$67.16	\$68.50
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54151HACS ,	HACS Technician	Contractor						
ANCILLARY	IV	Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
54151HACS	HACS Technician	Contractor						
ANCILLARY	V	Facility	\$81.24	\$82.86	\$84.52	\$86.21	\$87.94	\$89.70
54151HACS	HACS Program							
, ANCILLARY	Support Specialist I	Contractor Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
54151HACS	HACS Program							
, ANCILLARY	Support Specialist II	Contractor Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
	HACS Program	,						
54151HACS	Support Specialist III	Contractor Facility	\$86.40	\$88.13	\$89.89	\$91.69	\$93.52	\$95.39
54151HACS	HACS Program Manager I	Contractor Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
54151HACS	HACS Program Manager II	Contractor Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
EAAEALIACO	HACS Program	Contractor	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
54151HACS	Manager III HACS Task	Facility Contractor	·	*	*	·	·	·
54151HACS	Lead I HACS Task	Facility Contractor	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
54151HACS	Lead II	Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
54151HACS	HACS Task Lead III	Contractor Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
54151HACS	HACS Analyst I	Contractor Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
54151HACS	HACS Analyst II	Contractor Facility	\$66.47	\$67.80	\$69.16	\$70.54	\$71.95	\$73.39
54151HACS	HACS Analyst III	Contractor Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
54151HACS	HACS Analyst IV	Contractor Facility	\$84.19	\$85.87	\$87.59	\$89.34	\$91.13	\$92.96
54151HACS	HACS Analyst V	Contractor Facility	\$95.98	\$97.90	\$99.86	\$101.85	\$103.88	\$105.96

54151HACS	HACS Analyst VI	Contractor Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
54151HACS	HACS Analyst VII	Contractor Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
54151HACS	HACS Analyst VIII	Contractor Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
54151HACS	HACS Analyst IX	Contractor Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
54151HACS	HACS Analyst X	Contractor Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
54151HACS	HACS Systems Design and Developmen t Engineer I	Contractor Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
54151HACS	HACS Systems Design and Developmen t Engineer II HACS Systems	Contractor Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
54151HACS	Design and Developmen t Engineer III	Contractor Facility	\$79.03	\$80.61	\$82.22	\$83.87	\$85.54	\$87.26
54151HACS	HACS Systems Design and Developmen t Engineer IV	Contractor Facility	\$84.19	\$85.87	\$87.59	\$89.34	\$91.13	\$92.96
54151HACS	HACS Systems Design and Developmen t Engineer V	Contractor Facility	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
54151HACS	HACS Systems Design and Developmen t Engineer VI	Contractor Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
54151HACS	HACS Systems Design and Developmen t Engineer VII	Contractor Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
	HACS Systems Design and Developmen t Engineer	Contractor						
54151HACS 54151HACS	VIII HACS Systems Design and Developmen t Engineer IX	Facility Contractor Facility	\$142.17 \$162.08	\$145.01 \$165.32	\$147.91 \$168.63	\$150.87 \$172.00	\$153.89 \$175.44	\$156.97 \$178.96
54151HACS	HACS Systems Design and Developmen t Engineer X	Contractor Facility	\$203.30	\$207.37	\$211.51	\$215.74	\$220.06	\$224.45

	HACS Functional Specialist /							
54151HACS	Functional Expert I	Contractor Facility	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
54151HACS	HACS Functional Specialist / Functional Expert II	Contractor Facility	\$142.17	\$145.01	\$ 147.91	\$150.87	\$153.89	\$156.97
	HACS Functional Specialist / Functional	Contractor						
54151HACS	Expert III HACS Functional Specialist / Functional	Facility Contractor	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
54151HACS	Expert IV	Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
54151HACS , ANCILLARY	HACS Engineer Trainee I	Contractor Facility	\$39.05	\$39.83	\$40.63	\$41.44	\$42.27	\$43.11
ANCILLAR	Traineer	racility	φ39.03	φ39.63	φ40.03	Ψ41.44	Φ42.21	φ43.11
54151HACS , ANCILLARY	HACS Engineer Trainee II	Contractor Facility	\$43.73	\$44.60	\$45.50	\$46.41	\$47.34	\$48.28
7 II TOTELS II CT	Trained ii	1 domy	ψ10.70	ψ11.00	ψ 10.00	Ψ10.11	ΨΠΙΟΙ	ψ10.20
54151HACS ,	HACS Engineer	Contractor						
ANCILLARY	Trainee III	Facility	\$49.87	\$50.87	\$51.88	\$52.93	\$53.99	\$55.07
54151HACS	HACS Analyst	Contractor	#20.05	#20.02	#40.02	C44 44	#40.07	C40.44
ANCILLARY	Trainee I	Facility	\$39.05	\$39.83	\$40.63	\$41.44	\$42.27	\$43.11
54151HACS , ANCILLARY	HACS Analyst Trainee II	Contractor Facility	\$43.73	\$44.60	\$45.50	\$46.41	\$47.34	\$48.28
ANOILLAIT	Trainee ii	1 acmty	ψ43.73	ψ44.00	ψ43.30	ψ+0.41	ψ47.54	ψ40.20
54151HACS , ANCILLARY	HACS Analyst Trainee III	Contractor Facility	\$49.87	\$50.87	\$51.88	\$52.93	\$53.99	\$55.07
	HACS Engineer / Computer							
54151HACS	Scientist I HACS	Customer Facility	\$59.51	\$60.70	\$61.91	\$63.15	\$64.42	\$65.70
54151HACS	Engineer / Computer Scientist II HACS	Customer Facility	\$77.34	\$78.89	\$80.46	\$82.07	\$83.71	\$85.39
	Engineer / Computer							
54151HACS	Scientist III HACS Engineer / Computer	Customer Facility	\$90.10	\$91.90	\$93.74	\$95.61	\$97.54	\$99.49
54151HACS	Scientist IV	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
54151HACS	HACS Engineer /	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18

	Computer Scientist V							
54151HACS	HACS Engineer / Computer Scientist VI	Customer Facility	\$150.82	\$153.84	\$156.91	\$160.05	\$163.25	\$166.52
54151HACS	HACS Engineer / Computer Scientist VII HACS	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
54151HACS	Cyber Engineer I	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
54151HACS	HACS Cyber Engineer II	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
54151HACS	HACS Cyber Engineer III	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
54151HACS	HACS Cyber Engineer IV	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
54151HACS	HACS Cyber Engineer V	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
54151HACS	HACS Cyber Engineer VI	Customer Facility	\$209.16	\$213.34	\$217.62	\$221.97	\$226.41	\$230.93
54151HACS	HACS Cyber Engineer VII	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
	HACS Cyber							
54151HACS	Analyst I HACS Cyber	Customer Facility	\$61.06	\$62.28	\$63.53	\$64.80	\$66.10	\$67.43
54151HACS	Analyst II HACS Cyber	Customer Facility	\$88.17	\$89.93	\$91.72	\$93.57	\$95.44	\$97.35
54151HACS	Analyst III HACS Cyber	Customer Facility	\$100.51	\$102.52	\$104.57	\$106.66	\$108.80	\$110.97
54151HACS	Analyst IV HACS Cyber	Customer Facility	\$130.62	\$133.23	\$135.90	\$138.61	\$141.38	\$144.21
54151HACS	Analyst V HACS Cyber	Customer Facility	\$146.28	\$149.21	\$152.19	\$155.23	\$158.35	\$161.51
54151HACS	Analyst VI HACS	Customer Facility	\$183.51	\$187.18	\$190.91	\$194.74	\$198.63	\$202.60
54151HACS	Cyber Analyst VII HACS	Customer Facility	\$232.44	\$237.09	\$241.83	\$246.67	\$251.60	\$256.63
54151HACS	Information Assurance Specialist I	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
	HACS Information Assurance							
54151HACS	Specialist II HACS Information	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
54151HACS	Assurance Specialist III	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
54151HACS	HACS Information	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95

	Assurance Specialist IV							
	HACS Information Assurance							
54151HACS	Specialist V HACS	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
5445414.00	Information Assurance	0 1 5 111	# 400.50	Ф400 00	0.105.07	\$400.50	0.4.4.05	0.11.10
54151HACS	Specialist VI HACS Information	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
E44E4UACC	Assurance Specialist	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
54151HACS	VII	Customer Facility	φ140.07	φ131.63	φ134.66	φ157.97	φ101.13	φ104.33
54151HACS	HACS							
ANCILLARY	Technician I	Customer Facility	\$34.41	\$35.10	\$35.80	\$36.52	\$37.25	\$37.99
54151HACS	HACS							
ANCILLARY	Technician II	Customer Facility	\$43.52	\$44.39	\$45.28	\$46.18	\$47.11	\$48.05
54151HACS	HACS Technician							
ANCILLARY	III	Customer Facility	\$56.99	\$58.13	\$59.29	\$60.47	\$61.69	\$62.91
54151HACS	HACS Technician							
ANCILLARY	IV	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
54151HACS	HACS Technician							
ANCILLARY	V	Customer Facility	\$74.62	\$76.11	\$77.63	\$79.18	\$80.77	\$82.39
54151HACS	HACS Program Support							
ANCILLARY	Specialist I	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
54151HACS	HACS Program Support							
ANCILLARY	Specialist II HACS	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
5445414.00	Program Support	0 . 5	470.07	# 00.00	000.50	0 04.00	005.04	407.00
54151HACS	Specialist III HACS	Customer Facility	\$79.37	\$80.96	\$82.58	\$84.23	\$85.91	\$87.63
54151HACS	Program Manager I	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
E44E4UA CC	HACS Program	Customer Freilin	¢466.74	¢470.07	¢470 40	¢476.00	¢400 40	¢404.40
54151HACS	Manager II HACS	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
54151HACS	Program Manager III	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
54151HACS	HACS Task Lead I	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
54151HACS	HACS Task Lead II	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48

	HACS Task	1		j	I			
54151HACS	Lead III	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
54151HACS	HACS Analyst I	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
54151HACS	HACS Analyst II	Customer Facility	\$61.06	\$62.28	\$63.53	\$64.80	\$66.10	\$67.43
54151HACS	HACS Analyst III	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
54151HACS	HACS Analyst IV	Customer Facility	\$77.34	\$78.89	\$80.46	\$82.07	\$83.71	\$85.39
54151HACS	HACS Analyst V	Customer Facility	\$88.17	\$89.93	\$91.72	\$93.57	\$95.44	\$97.35
54151HACS	HACS Analyst VI	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
54151HACS	HACS Analyst VII	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
54151HACS	HACS Analyst VIII	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
54151HACS	HACS Analyst IX	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
54151HACS	HACS Analyst X	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
	HACS Systems Design and Developmen							
54151HACS	t Engineer I HACS	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
54151HACS	Systems Design and Developmen t Engineer II	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
54151HACS	HACS Systems Design and Developmen t Engineer III	Customer Facility	\$72.59	\$74.04	\$75.52	\$77.02	\$78.56	\$80.13
3413111AOO	HACS Systems Design and Developmen t Engineer	oustomer radinty	Ψ12.00	Ψ/ 4.04	Ψ13.32	Ψ11.02	Ψ10.30	ψ00.10
54151HACS	IV	Customer Facility	\$77.34	\$78.89	\$80.46	\$82.07	\$83.71	\$85.39
54151HACS	HACS Systems Design and Developmen t Engineer V	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
5/151U^C	HACS Systems Design and Developmen t Engineer VI	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
54151HACS	HACS Systems Design and Developmen t Engineer	Customer Facility	\$100.49	Φ102.50	φ1U4.33	\$1U0.04	\$1U8.77	φ11U. 3 5
54151HACS	VII	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
54151HACS	Systems Design and	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18

	Developmen t Engineer							
	VIII HACS Systems Design and Developmen							
	t Engineer		
54151HACS	HACS Systems Design and	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
54151HACS	Developmen t Engineer X	Customer Facility	\$186.74	\$190.47	\$194.28	\$198.17	\$202.13	\$206.18
	HACS Functional Specialist / Functional							
54151HACS	Expert I	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
54151HACS	HACS Functional Specialist / Functional Expert II HACS	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
	Functional Specialist / Functional			•		•	•	
54151HACS	Expert III HACS	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
54151HACS	Functional Specialist / Functional Expert IV	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
54151HACS	HACS Engineer							
, ANCILLARY	Trainee I	Customer Facility	\$35.87	\$36.59	\$37.32	\$38.07	\$38.83	\$39.60
54151HACS	HACS Engineer							
ANCILLARY	Trainee II	Customer Facility	\$40.17	\$40.97	\$41.79	\$42.63	\$43.48	\$44.35
54151HACS	HACS Engineer	0	4. 5. 0. 0.	440 70	4.7. 05	4 40.00	4 40.50	4 50.57
ANCILLARY	Trainee III	Customer Facility	\$45.80	\$46.72	\$47.65	\$48.60	\$49.58	\$50.57
54151HACS	HACS Analyst							
ANCILLARY	Trainee I	Customer Facility	\$35.87	\$36.59	\$37.32	\$38.07	\$38.83	\$39.60
54151HACS	HACS Analyst							
ANCILLARY	Trainee II	Customer Facility	\$40.17	\$40.97	\$41.79	\$42.63	\$43.48	\$44.35
54151HACS	HACS Analyst							
ANCILLARY	Trainee III Health IT	Customer Facility	\$45.80	\$46.72	\$47.65	\$48.60	\$49.58	\$50.57
54151HEAL	Engineer / Computer Scientist I	Contractor Facility	\$64.78	\$66.08	\$67.39	\$68.74	\$70.12	\$71.52

	Health IT Engineer /							
5445411541	Computer	Contractor	004.40	005.07	407.50	000.04	004.40	# 00.00
54151HEAL	Scientist II Health IT	Facility	\$84.19	\$85.87	\$87.59	\$89.34	\$91.13	\$92.96
	Engineer /							
	Computer	Contractor				.		
54151HEAL	Scientist III Health IT	Facility	\$98.09	\$100.05	\$102.06	\$104.10	\$106.19	\$108.31
	Engineer /							
	Computer	Contractor						
54151HEAL	Scientist IV	Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
	Health IT Engineer /							
	Computer	Contractor						
54151HEAL	Scientist V	Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
	Health IT							
	Engineer / Computer	Contractor						
54151HEAL	Scientist VI	Facility	\$164.20	\$167.48	\$170.84	\$174.25	\$177.74	\$181.29
	Health IT	,	*	•	*	*	*	
	Engineer /	0						
54151HEAL	Computer Scientist VII	Contractor Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
3413111EAE	Health IT	1 acility	ψ101.02	ψ100.10	ψ100.00	Ψ102.00	ψ130.40	Ψ200.+1
	Cyber	Contractor						
54151HEAL	Engineer I	Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
	Health IT Cyber	Contractor						
54151HEAL	Engineer II	Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
	Health IT							
E44E4UE A1	Cyber	Contractor	¢424.72	¢407.04	¢400.76	¢422.25	¢425.00	¢427.70
54151HEAL	Engineer III Health IT	Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
	Cyber	Contractor						
54151HEAL	Engineer IV	Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
	Health IT Cyber	Contractor						
54151HEAL	Engineer V	Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
	Health IT	,	*	*	,	,	*	,
54454UEAU	Cyber	Contractor	****	4 000 00	#	0044.05	004040	0054.44
54151HEAL	Engineer VI Health IT	Facility	\$227.71	\$232.26	\$236.91	\$241.65	\$246.48	\$251.41
	Cyber	Contractor						
54151HEAL	Engineer VII	Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
	Health IT							
54151HEAL	Cyber Analyst I	Contractor Facility	\$66.47	\$67.80	\$69.16	\$70.54	\$71.95	\$73.39
3413111EAE	Health IT	1 acility	ψου.41	ψ07.00	ψ05.10	Ψ10.04	Ψ/1.55	ψ10.00
	Cyber	Contractor			•			
54151HEAL	Analyst II	Facility	\$95.98	\$97.90	\$99.86	\$101.85	\$103.88	\$105.96
	Health IT Cyber	Contractor						
54151HEAL	Analyst III	Facility	\$109.43	\$111.62	\$113.85	\$116.12	\$118.44	\$120.82
	Health IT							
54151HEAL	Cyber Analyst IV	Contractor Facility	\$142.20	\$145.04	\$147.94	\$150.90	\$153.92	\$156.99
04101FEAL	Health IT	i aciiity	φ142.20	φ143.04	φ141.34	φ130.90	φ133.92	φ130.99
	Cyber	Contractor						
54151HEAL	Analyst V	Facility	\$159.26	\$162.45	\$165.68	\$169.01	\$172.39	\$175.84
	Health IT Cyber	Contractor						
54151HEAL	Analyst VI	Facility	\$199.78	\$203.78	\$207.86	\$212.02	\$216.26	\$220.58
<u> </u>	Health IT	j	,					
F44F411F	Cyber	Contractor	¢252.05	COEO 44	#060 0 7	# 060 F4	¢070.04	<u></u>
54151HEAL	Analyst VII	Facility	\$253.05	\$258.11	\$263.27	\$268.54	\$273.91	\$279.39

	Health IT							
	Information Assurance	Contractor						
54151HEAL	Specialist I	Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
01101112742	Health IT	1 doiney	φου.σο	φοτ.στ	ψου.το	ψου.σι	φστιστ	Ψ02.7 1
	Information							
	Assurance	Contractor						
54151HEAL	Specialist II	Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
	Health IT Information							
	Assurance	Contractor						
54151HEAL	Specialist III	Facility	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
	Health IT							-
	Information							
54151HEAL	Assurance Specialist IV	Contractor Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
34131HEAL	Health IT	Facility	\$109.40	\$111.59	Φ113.0Z	\$116.10	φ110.4Z	φ120.79
	Information							
	Assurance	Contractor						
54151HEAL	Specialist V	Facility	\$124.73	\$127.22	\$129.77	\$132.37	\$135.02	\$137.72
	Health IT							
	Information Assurance	Contractor						
54151HEAL	Specialist VI	Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
01101112712	Health IT		V	ψσ.σ.	ψσ.	ψ.σσ.σ.	ψ.σσ.σσ	ψ.σσ.σ.
	Information							
	Assurance							
54151HEAL	Specialist VII	Contractor	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
34131HEAL	VII	Facility	\$102.00	\$100.32	\$100.03	\$172.00	φ175.44	\$170.90
54151HEAL								
,	Health IT	Contractor	007.40	000.04	400.07	400 70	0.40.50	0.44.0 7
ANCILLARY	Technician I	Facility	\$37.46	\$38.21	\$38.97	\$39.76	\$40.56	\$41.37
54151HEAL								
,	Health IT	Contractor	0 1 = 00				A- 4	A=
ANCILLARY	Technician II	Facility	\$47.38	\$48.33	\$49.28	\$50.27	\$51.28	\$52.29
54151HEAL	Health IT							
,	Technician	Contractor						
ANCILLARY	III	Facility	\$62.04	\$63.28	\$64.56	\$65.84	\$67.16	\$68.50
54151HEAL	Health IT							
,	Technician	Contractor						
ANCILLARY	IV	Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
54151HEAL	Health IT							
,	Technician	Contractor						
ANCILLARY	V	Facility	\$81.24	\$82.86	\$84.52	\$86.21	\$87.94	\$89.70
	Health IT							
54151HEAL	Program							
,	Support	Contractor						
ANCILLARY	Specialist I	Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
	Hoolth IT							
54151HEAL	Health IT Program							
,	Support	Contractor						
ANCILLARY	Specialist II	Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
	Health IT							<u> </u>
	Program Support	Contractor						
54151HEAL	Specialist III	Facility	\$86.40	\$88.13	\$89.89	\$91.69	\$93.52	\$95.39
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	Program	Contractor		* • • • • • • • • • • • • • • • • • • •	* • • • • • •	4. - - - - - -		A. - - - - - - - - - -
54151HEAL	Manager I Health IT	Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
	Program	Contractor						
54151HEAL	Manager II	Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
	Health IT	Cambuaatan						
54151HEAL	Program Manager III	Contractor Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
01101112712	Health IT	Contractor	Ψ200.1 1	Ψ200.00	φου2.ου	φοσο.σσ	φοιπο	φοΣτιστ
54151HEAL	Task Lead I	Facility	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
54151HEAL	Health IT Task Lead II	Contractor Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
3413111LAL	Health IT	racility	φ124.72	Φ121.21	φ129.70	φ132.33	φ133.00	φ137.70
	Task Lead	Contractor						
54151HEAL	III	Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
54151HEAL	Health IT Analyst I	Contractor Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
01101112712	Health IT	Contractor	ψου.σσ	φοιιοι	φου. το	Ψ00.01	φοτιστ	φοΣιτι
54151HEAL	Analyst II	Facility	\$66.47	\$67.80	\$69.16	\$70.54	\$71.95	\$73.39
54151HEAL	Health IT Analyst III	Contractor Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
3413111LAL	Health IT	Contractor	φ13.03	φ10.00	φ10.0 4	φ10.30	φ19.93	φ01.55
54151HEAL	Analyst IV	Facility	\$84.19	\$85.87	\$87.59	\$89.34	\$91.13	\$92.96
5445411541	Health IT	Contractor	005.00	#07.00	Ф00.00	0404.05	0 400.00	0 405.00
54151HEAL	Analyst V Health IT	Facility Contractor	\$95.98	\$97.90	\$99.86	\$101.85	\$103.88	\$105.96
54151HEAL	Analyst VI	Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
	Health IT	Contractor		·				
54151HEAL	Analyst VII	Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
54151HEAL	Health IT Analyst VIII	Contractor Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
01101112712	Health IT	Contractor	ψ11 <u>2.17</u>	Ψ110.01	Ψ117.01	Ψ100.01	Ψ100.00	Ψ100.01
54151HEAL	Analyst IX	Facility	\$181.52	\$185.15	\$188.85	\$192.63	\$196.48	\$200.41
54151HEAL	Health IT Analyst X	Contractor Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
3413111LAL	Health IT	racility	\$290.74	φ290.55	φ302.30	φ300.33	φυ14.70	φ321.01
	Systems							
	Design and	Cambuaatan						
54151HEAL	Developmen t Engineer I	Contractor Facility	\$56.83	\$57.97	\$59.13	\$60.31	\$61.51	\$62.74
0.1.011.127.12	Health IT	. comy	ψου.σο	φοιιοι	φσσιισ	ψου.σ.	φσιισι	Ψ02
	Systems							
	Design and Developmen	Contractor						
54151HEAL	t Engineer II	Facility	\$73.85	\$75.33	\$76.84	\$78.38	\$79.95	\$81.55
	Health IT	-						
	Systems Design and							
	Design and	Contractor						
54151HEAL	t Engineer III	Facility	\$79.03	\$80.61	\$82.22	\$83.87	\$85.54	\$87.26
	Health IT							
	Systems Design and							
	Developmen							
5445411541	t Engineer	Contractor	00440	#05.07	407.50	000.04	004.40	# 00.00
54151HEAL	IV Health IT	Facility	\$84.19	\$85.87	\$87.59	\$89.34	\$91.13	\$92.96
	Systems							
	Design and							
54151HEAL	Developmen t Engineer V	Contractor	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
04101MEAL	Health IT	Facility	φ30.37	ΨΘ. 1Eφ	φσσ.ου	φ101.04	φ103.07	φ105.95
	Systems							
FAAFALIFA	Design and	Contractor	#400.40	C444 50	0440.00	044040	0440.40	0400.70
54151HEAL	Developmen	Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79

	t Engineer VI							
	Health IT Systems Design and Developmen							
54151HEAL	t Engineer VII	Contractor Facility	\$124.72	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
	Health IT Systems Design and Developmen t Engineer	Contractor		·	·	·		
54151HEAL	VIII Health IT Systems Design and Developmen t Engineer	Facility Contractor	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
54151HEAL	IX	Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
5445411541	Health IT Systems Design and Developmen	Contractor	#000.00	* 007.07	0044.54	0045.74	# 000 00	0004.45
54151HEAL	t Engineer X Health IT Functional Specialist /	Facility	\$203.30	\$207.37	\$211.51	\$215.74	\$220.06	\$224.45
54151HEAL	Functional Expert I	Contractor Facility	\$95.97	\$97.89	\$99.85	\$101.84	\$103.87	\$105.95
54151HEAL	Health IT Functional Specialist / Functional Expert II	Contractor Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
	Health IT Functional Specialist / Functional	Contractor						
54151HEAL	Expert III Health IT	Facility	\$162.08	\$165.32	\$168.63	\$172.00	\$175.44	\$178.96
54151HEAL	Functional Specialist / Functional Expert IV	Contractor Facility	\$290.74	\$296.55	\$302.50	\$308.55	\$314.73	\$321.01
54151HEAL , ANCILLARY	Health IT Engineer Trainee I	Contractor Facility	\$39.05	\$39.83	\$40.63	\$41.44	\$42.27	\$43.11
54151HEAL	Health IT	1 acmy	ψ39.03	ψ39.03	ψ40.03	ψ41.44	ψ42.21	ψ43.11
, ANCILLARY	Engineer Trainee II	Contractor Facility	\$43.73	\$44.60	\$45.50	\$46.41	\$47.34	\$48.28
54151HEAL	Health IT	1 aciiity	ψ+3.13	ψ44.00	ψ+υ.υυ	ψ+υ.4 Ι	ψ+1.54	ψ+0.20
ANCILLARY	Engineer Trainee III	Contractor Facility	\$49.87	\$50.87	\$51.88	\$52.93	\$53.99	\$55.07
ANOILLANT	TTAITICE III	, aomiy	10.5+ψ	ψυυ.στ	ψ51.00	ψυ∠.συ	ψυυ.σσ	φυυ.υτ
54151HEAL	Health IT Analyst	Contractor	\$20.0F	#20.00	#40.00	Ф ЛА АА	¢40.07	642.44
ANCILLARY	Trainee I	Facility	\$39.05	\$39.83	\$40.63	\$41.44	\$42.27	\$43.11

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54151HEAL	Health IT Analyst	Contractor						
, ANCILLARY	Trainee II	Facility	\$43.73	\$44.60	\$45.50	\$46.41	\$47.34	\$48.28
54151HEAL	Health IT							
, ANCILLARY	Analyst Trainee III	Contractor Facility	\$49.87	\$50.87	\$51.88	\$52.93	\$53.99	\$55.07
-	Health IT	,	,	,	*	, -	*	*
	Engineer / Computer							
54151HEAL	Scientist I	Customer Facility	\$64.78	\$66.08	\$67.40	\$68.75	\$70.12	\$71.52
	Health IT Engineer /							
	Computer			.	.			
54151HEAL	Scientist II Health IT	Customer Facility	\$84.19	\$85.87	\$87.59	\$89.34	\$91.12	\$92.95
	Engineer /							
54151HEAL	Computer Scientist III	Customer Facility	\$98.09	\$100.05	\$102.05	\$104.09	\$106.19	\$108.31
	Health IT		V	¥ / 2 2 / 2 / 2	V.CE.CC	***************************************	***************************************	*******
	Engineer / Computer							
54151HEAL	Scientist IV	Customer Facility	\$109.40	\$111.59	\$113.82	\$116.10	\$118.42	\$120.79
	Health IT Engineer /							
	Computer		** • • • • •			*	* • • • • • • • • • • • • • • • • • • •	*
54151HEAL	Scientist V Health IT	Customer Facility	\$142.17	\$145.01	\$147.91	\$150.87	\$153.89	\$156.97
	Engineer /							
54151HEAL	Computer Scientist VI	Customer Facility	\$164.20	\$167.48	\$170.83	\$174.25	\$177.74	\$181.29
	Health IT	, , , , , , , , , , , , , , , , , , , ,	· · · · · ·	· · · · · · ·	· · · · · · ·	¥ * * * * * * * * * * * * * * * * * * *	¥	¥1011E
	Engineer / Computer							
54151HEAL	Scientist VII	Customer Facility	\$181.52	\$185.15	\$188.85	\$192.64	\$196.49	\$200.42
	Health IT Cyber							
54151HEAL	Engineer I	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
	Health IT Cyber							
54151HEAL	Engineer II	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
	Health IT Cyber							
54151HEAL	Engineer III	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
	Health II Cyber							
54151HEAL	Engineer IV	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
	Health IT Cyber							
54151HEAL	Engineer V	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
	Health IT Cyber							
54151HEAL	Engineer VI	Customer Facility	\$209.16	\$213.34	\$217.62	\$221.97	\$226.41	\$230.93
	Health IT Cyber							
54151HEAL	Engineer VII	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
	Health IT Cyber							
54151HEAL	Analyst I	Customer Facility	\$61.06	\$62.28	\$63.53	\$64.80	\$66.10	\$67.43
	Health IT Cyber							
54151HEAL	Analyst II	Customer Facility	\$88.17	\$89.93	\$91.72	\$93.57	\$95.44	\$97.35
	Health IT Cyber							
54151HEAL	Analyst III	Customer Facility	\$100.51	\$102.52	\$104.57	\$106.66	\$108.80	\$110.97

	Health IT			ĺ	ĺ	ĺ		
54151HEAL	Cyber Analyst IV	Customer Facility	\$130.62	\$133.23	\$135.90	\$138.61	\$141.38	\$144.21
3413111LAL	Health IT	Customer Facility	φ130.02	φ133.23	φ133.90	φ130.01	φ141.30	φ144.21
	Cyber		*		A. = 0.40	*	A	
54151HEAL	Analyst V Health IT	Customer Facility	\$146.28	\$149.21	\$152.19	\$155.23	\$158.35	\$161.51
	Cyber							
54151HEAL	Analyst VI	Customer Facility	\$183.51	\$187.18	\$190.91	\$194.74	\$198.63	\$202.60
	Health IT Cyber							
54151HEAL	Analyst VII	Customer Facility	\$232.44	\$237.09	\$241.83	\$246.67	\$251.60	\$256.63
	Health IT	,	, -	,	,	,	,	
	Information Assurance							
54151HEAL	Specialist I	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
	Health IT	,		·	·			
	Information Assurance							
54151HEAL	Specialist II	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
	Health IT	,	·	·	·	·	·	·
	Information Assurance							
54151HEAL	Specialist III	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
	Health IT	,	,	*	* -	*******	¥	*
	Information Assurance							
54151HEAL	Specialist IV	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
	Health IT		*	***************************************	***************************************	*******	*******	¥110100
	Information							
54151HEAL	Assurance Specialist V	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
	Health IT	,	,	·	,	,	·	•
	Information							
54151HEAL	Assurance Specialist VI	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
	Health IT	,	,	,	,	,	,	
	Information Assurance							
	Specialist							
54151HEAL	viı	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
54151HEAL								
,	Health IT							
ANCILLARY	Technician I	Customer Facility	\$34.41	\$35.10	\$35.80	\$36.52	\$37.25	\$37.99
54151HEAL	1110. 17							
, ANCILLARY	Health IT Technician II	Customer Facility	\$43.52	\$44.39	\$45.28	\$46.18	\$47.11	\$48.05
			¥ 1010=	¥1.1100	¥ 101.20	¥ 101110	¥	¥ 10100
54151HEAL	Health IT							
,	Technician							
ANCILLARY	III	Customer Facility	\$56.99	\$58.13	\$59.29	\$60.47	\$61.69	\$62.91
54151HEAL	Health IT							
,	Technician	Overham as Feesills	фо т о 4	# 00.00	ф т о го	ф т 4 оо	ф т о 40	674.00
ANCILLARY	IV	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
54151HEAL	Health IT Technician							
, ANCILLARY	V	Customer Facility	\$74.62	\$76.11	\$77.63	\$79.18	\$80.77	\$82.39

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	Health IT							
54151HEAL	Program							
, ANCILLARY	Support Specialist I	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
		,	*	*	*	*	*	*
54151HEAL	Health IT Program							
,	Support							
ANCILLARY	Specialist II	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
	Health IT Program							
	Support							
54151HEAL	Specialist III Health IT	Customer Facility	\$79.37	\$80.96	\$82.58	\$84.23	\$85.91	\$87.63
	Program							
54151HEAL	Manager I	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
	Health IT Program							
54151HEAL	Manager II	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
	Health IT Program							
54151HEAL	Manager III	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
54151HEAL	Health IT Task Lead I	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
3413111LAL	Health IT	Customer Facility	φου.15	φ09.91	φ91.71	φ93.33	φ93.42	ψ91.32
54151HEAL	Task Lead II	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
	Health IT Task Lead							
54151HEAL	III	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
54151HEAL	Health IT Analyst I	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
STISTIEAL	Health IT	Oustorner Facility	Ψ02.20	ψ55.24	ψ0+.01	ψ55.40	ψ50.50	ψ37.03
54151HEAL	Analyst II	Customer Facility	\$61.06	\$62.28	\$63.53	\$64.80	\$66.10	\$67.43
54151HEAL	Health IT Analyst III	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
	Health IT					-		
54151HEAL	Analyst IV Health IT	Customer Facility	\$77.34	\$78.89	\$80.46	\$82.07	\$83.71	\$85.39
54151HEAL	Analyst V	Customer Facility	\$88.17	\$89.93	\$91.72	\$93.57	\$95.44	\$97.35
E44E411E A1	Health IT	Contain on Facility	# 400.40	¢400 F0	6404.55	#400.04	¢400.77	Ф440 ОБ
54151HEAL	Analyst VI Health IT	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
54151HEAL	Analyst VII	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
54151HEAL	Health IT Analyst VIII	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
	Health IT	Customer 1 domey	·	•	ψ100.07	Ψ100.00	•	ψ144.10
54151HEAL	Analyst IX Health IT	Customer Facility	\$166.74	\$170.07	\$173.48	\$176.96	\$180.49	\$184.10
54151HEAL	Analyst X	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
	Health IT	,						
	Systems Design and							
	Developmen							
54151HEAL	t Engineer I Health IT	Customer Facility	\$52.20	\$53.24	\$54.31	\$55.40	\$56.50	\$57.63
	Systems							
	Design and							
54151HEAL	Developmen t Engineer II	Customer Facility	\$67.84	\$69.20	\$70.58	\$71.98	\$73.42	\$74.89
	Health IT	,						
	Systems Design and							
	Developmen	_						
54151HEAL	t Engineer III Health IT	Customer Facility	\$72.59	\$74.04	\$75.52	\$77.02	\$78.56	\$80.13
	Systems							
54151HEAL	Design and	Customer Facility	\$77.34	\$78.89	\$80.46	\$82.07	\$83.71	\$85.39

	Developmen t Engineer							
	IV Health IT Systems Design and Developmen							
54151HEAL	t Engineer V	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
54151HEAL	Health IT Systems Design and Developmen t Engineer VI	Customer Facility	\$100.49	\$102.50	\$104.55	\$106.64	\$108.77	\$110.95
	Health IT Systems Design and Developmen t Engineer			.	.	2.2. 	.	2122.12
54151HEAL	VII	Customer Facility	\$114.57	\$116.86	\$119.19	\$121.57	\$124.00	\$126.48
	Health IT Systems Design and Developmen t Engineer		2 .00 2 0	*	210-0-	.	*****	
54151HEAL	VIII Health IT	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
	Systems Design and Developmen t Engineer							
54151HEAL	IX	Customer Facility	\$148.87	\$151.85	\$154.88	\$157.97	\$161.13	\$164.35
54151HEAL	Health IT Systems Design and Developmen t Engineer X Health IT	Customer Facility	\$186.74	\$190.47	\$194.28	\$198.17	\$202.13	\$206.18
54151HEAL	Functional Specialist / Functional Expert I Health IT	Customer Facility	\$88.15	\$89.91	\$91.71	\$93.55	\$95.42	\$97.32
54151HEAL	Functional Specialist / Functional Expert II	Customer Facility	\$130.59	\$133.20	\$135.87	\$138.58	\$141.35	\$144.18
54151HEAL	Health IT Functional Specialist / Functional Expert III	Customer Facility	\$148.87	\$151.85	\$154.88	\$ 157.97	\$161.13	\$164.35
	Health IT Functional Specialist / Functional					·		
54151HEAL	Expert IV	Customer Facility	\$267.06	\$272.40	\$277.85	\$283.41	\$289.07	\$294.87
54151HEAL	Health IT Engineer		A 67.07	463 - 5	A 6= 25	000.07	A 62.25	.
ANCILLARY	Trainee I	Customer Facility	\$35.87	\$36.59	\$37.32	\$38.07	\$38.83	\$39.60
54151HEAL	Health IT Engineer							
ANCILLARY	Trainee II	Customer Facility	\$40.17	\$40.97	\$41.79	\$42.63	\$43.48	\$44.35

54151HEAL	Health IT Engineer							
, ANCILLARY	Trainee III	Customer Facility	\$45.80	\$46.72	\$47.65	\$48.60	\$49.58	\$50.57
54151HEAL , ANCILLARY	Health IT Analyst Trainee I	Customer Facility	\$35.87	\$36.59	\$37.32	\$38.07	\$38.83	\$39.60
54151HEAL , ANCILLARY	Health IT Analyst Trainee II	Customer Facility	\$40.17	\$40.97	\$41.79	\$42.63	\$43.48	\$44.35
54151HEAL , ANCILLARY	Health IT Analyst Trainee III	Customer Facility	\$45.80	\$46.72	\$47.65	\$48.60	\$49.58	\$50.57

Attachment 2 – Labor Categories

Service Proposed (eg Job Title/Task)	Description	Minimum Education	Minimum Years of Experience
Engineer / Computer Scientist I	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Scope may include cloud based analytics and tool development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and life-cycle management. Work is performed under supervision by more senior Engineer/Computer staff members.	Associates	0
Engineer / Computer Scientist II	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; applied requirements development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management. Work is performed under supervision by more senior Engineer/Computer staff members.	Bachelor's	1
Engineer / Computer Scientist III	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis under moderate supervision. Scope may include cloud based analytics and tool development; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management. May mentor more junior staff on technical tasks.	Bachelor's	2

Engineer / Computer Scientist IV	Responsibilities may include, but are not limited to, engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans and performs engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors junior staff on technical tasks.	Bachelor's	4
Engineer / Computer Scientist V	Responsibilities may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans, performs, and is responsible for moderate-level engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors junior staff on technical tasks.	Bachelor's	6
Engineer / Computer Scientist VI	Responsibilities may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans, performs, and is responsible for complex engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. In general, work complexity and responsibility will be greater at higher levels. Mentors mid-level staff on technical tasks.	Bachelor's	8

Engineer / Computer Scientist VII	Responsibilities may include, but are not limited to, leading and being responsible for all aspects of complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Projects may be enterprise-wide and geographically distributed. Plans, performs, leads, and is responsible for all engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors staff on technical tasks.	Bachelor's	10
Cyber Engineer I	Assists with the test, operation and implementation of secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents. Experience with analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	0
Cyber Engineer II	Assists with the design, test, operation and implementation of secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents and provide recommendations on how to correct findings. Experience supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience supporting the collection of intrusion artifacts and analyzing findings. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1
Cyber Engineer III	Supports the design, test, operation and implementation of secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Experience conducting or supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2

Cyber Engineer IV	Supports and may lead aspects of the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Experience conducting or supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
Cyber Engineer V	Supports and leads aspects of the design, test, operation, and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Experience conducting or supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6
Cyber Engineer VI	Leads and is responsible for the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Experience conducting or supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8
Cyber Engineer VII	Leads and is responsible for the design, test, operation and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. May perform analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Experience conducting or supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10

Cyber Analyst I	Provides IT support for a wide range of fields. May perform system monitoring and analysis support for the detection of cyber incidents. Analyzes policies and configurations for compliance and overall security. Work is performed under supervision by more senior Cyber Engineer staff.	Associates	0
Cyber Analyst II	Provides IT support for a wide range of fields. May perform system analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Supports the analysis of policies and configurations for compliance and overall security. May assist with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience analyzing findings of supporting the collection of intrusion artifacts and. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1
Cyber Analyst III	Provides IT support for a wide range of fields. May perform system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security. May assist with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2
Cyber Analyst IV	Provides IT support for a wide range of fields. May performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security. May assist with the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
Cyber Analyst V	Provides IT support for a wide range of fields. May perform system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks and provides recommendations on how to correct findings. Conducts or leads the analysis of policies and configurations for compliance and overall security. May implement the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6

Cyber Analyst VI	Provides IT support for a wide range of fields. Leads and is responsible for system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Conducts or leads analysis of policies and configurations for compliance and overall security. May implement the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8
Cyber Analyst VII	Provides IT support for a wide range of fields. Leads and is responsible for analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Leads analysis of policies and configurations for compliance and overall security. May implement the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10
Information Assurance Specialist I	Responsibilities may include, but are not limited to, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Work is performed under supervision by more senior IA Specialist staff.	Associates	0
Information Assurance Specialist II	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require knowledge of firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security analysis applications, continuity of operations, and disaster recovery. Work is performed under supervision by more senior IA Specialist staff.	Bachelor's	1

Information Assurance Specialist III	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require knowledge of in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery.	Bachelor's	2
Information Assurance Specialist IV	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	4

Information Assurance Specialist V	Responsibilities may include, but are not limited to, leading portions of designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	6
Information Assurance Specialist VI	Responsibilities may include, but are not limited to, leading complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors more junior staff on technical tasks.	Bachelor's	8

Information Assurance Specialist VII	Responsibilities may include, but are not limited to, leading and being responsible for complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors and leads staff on technical tasks.	Bachelor's	10
Technician I	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Work is performed under supervision by more senior Technician staff. ANCILLARY	HS	0
Technician II	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. ANCILLARY	HS	1

Technician III	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. May mentor more junior staff on technical tasks. ANCILLARY	HS	2
Technician IV	Responsibilities may include, but are not limited to, leading portions of complex, specialized technical tasks in support of distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors more junior staff on technical tasks. ANCILLARY	HS	4
Technician V	Responsibilities may include, but are not limited to, leading and being responsible for complex specialized technical tasks in support of highly distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors and leads staff on technical tasks. ANCILLARY	HS	7
Program Support Specialist I	Responsibilities may include, but are not limited to, staff support services. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Coordinates meetings and appointments between program manager, client, and external parties. Resolves routine questions and problems and refers complex issues to higher levels. Work is performed under supervision by more senior Program Support Specialist staff. ANCILLARY	HS	0

Program Support Specialist II	Responsibilities may include, but are not limited to, staff support services. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves moderate-level questions and problems and refers the most complex issues to higher levels. Mentors more junior staff on program support tasks. ANCILLARY	HS	2
Program Support Specialist III	Responsibilities may include, but are not limited to, staff support services. Performs budget preparation and financial control activities. Prepares presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Develops reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client-specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves questions and problems regarding complex issues. Mentors and leads staff on program support tasks.	Associates	2
Program Manager I	Manages contract support operations for mission-critical, and strategic programs which may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	8
Program Manager II	Manages contract support operations for large, high value and/or high visibility programs which are complex, mission-critical, and strategic. Programs may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	10

Program Manager III	Manages contract support operations for enterprise-wide, high value, and/or high visibility programs which are complex, mission-critical, and strategic. Programs typically involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	12
Task Lead I	Performs day-to-day management of assigned delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables.	Bachelor's	4
Task Lead II	Performs day-to-day management of complex delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. May mentor more junior Task Leads on duties.	Bachelor's	7
Task Lead III	Performs day-to-day management of complex delivery order projects on large, enterprise level, high visibility, and/or high value programs, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. Mentors Task Leads on duties.	Bachelor's	9

IT Analyst I	Responsibilities may include, but are not limited to, applying technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	0
IT Analyst II	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	1
IT Analyst III	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Work is performed under supervision by more senior Analysts.	Bachelor's	1
IT Analyst IV	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	3
IT Analyst V	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	4

IT Analyst VI	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of moderate-complexity projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	6
IT Analyst VII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of complex projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	8
IT Analyst VIII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts one or more phases of complex projects.	Bachelor's	10
IT Analyst IX	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts major phases of significant projects.	Bachelor's	12

IT Analyst X	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Leads and is responsible for managing, planning, and conducting all phases of significant projects.	Bachelor's	15
Systems Design and Development Engineer I	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Associates	0
Systems Design and Development Engineer II	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Develops or modifies processes to solve problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Associates	1
Systems Design and Development Engineer III	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Bachelor's	1
Systems Design and Development Engineer IV	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	3

Systems Design and Development Engineer V	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for components of design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	4
Systems Design and Development Engineer VI	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for one or more components of design, development, engineering, integration, and architecture. Assists with managing, planning, and conducting major phases of significant projects. May mentor more junior engineering staff on technical tasks.	Bachelor's	6
Systems Design and Development Engineer VII	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for major sections of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	8
Systems Design and Development Engineer VIII	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for all aspects of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	10

Systems Design and Development Engineer IX	Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Integrates a broad range of complex solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Leads the technical management, planning, and execution of major phases of significant projects. Mentors engineering staff.	Bachelor's	11
Systems Design and Development Engineer X	Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Leads the integration of a broad range of complex solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Leads and is responsible for design, development, engineering, integration, and architecture. Has overall leadership and responsibility for all phases of significant projects. Leads and mentors engineering staff.	Bachelor's	15
Functional Specialist / Functional Expert I	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Advises the team with extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	4
Functional Specialist / Functional Expert II	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle, as needed, assists in the development of work products, and advises the team with the extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	7
Functional Specialist / Functional Expert III	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle, as needed, develops work products, and advises the team with the extensive knowledge of the specialization area. May lead sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	10

Functional Specialist / Functional Expert IV	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle. Leads and develops work products and advises the team with the extensive knowledge of the specialization area. Leads sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	15
Engineer Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
Engineer Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0
Engineer Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0
Analyst Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
Analyst Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0

Analyst Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0
Engineer / Computer Scientist I	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Scope may include cloud based analytics and tool development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and life-cycle management. Work is performed under supervision by more senior Engineer/Computer staff members.	Associates	0
Engineer / Computer Scientist II	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; applied requirements development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management. Work is performed under supervision by more senior Engineer/Computer staff members.	Bachelor's	1
Engineer / Computer Scientist III	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis under moderate supervision. Scope may include cloud based analytics and tool development; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management. May mentor more junior staff on technical tasks.	Bachelor's	2

Engineer / Computer Scientist IV	Responsibilities may include, but are not limited to, engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans and performs engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors junior staff on technical tasks.	Bachelor's	4
Engineer / Computer Scientist V	Responsibilities may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans, performs, and is responsible for moderate-level engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors junior staff on technical tasks.	Bachelor's	6
Engineer / Computer Scientist VI	Responsibilities may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans, performs, and is responsible for complex engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. In general, work complexity and responsibility will be greater at higher levels. Mentors mid-level staff on technical tasks.	Bachelor's	8

Engineer / Computer Scientist VII	Responsibilities may include, but are not limited to, leading and being responsible for all aspects of complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments, which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Projects may be enterprise-wide and geographically distributed. Plans, performs, leads, and is responsible for all engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors staff on technical tasks.	Bachelor's	10
Cyber Engineer I	Assists with the test, operation and implementation of secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents. Experience with analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	0
Cyber Engineer II	Assists with the design, test, operation and implementation of secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents and provide recommendations on how to correct findings. Experience supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience supporting the collection of intrusion artifacts and analyzing findings. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1
Cyber Engineer III	Supports the design, test, operation and implementation of secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Experience conducting or supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2

Cyber Engineer IV	Supports and may lead aspects of the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Experience conducting or supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
Cyber Engineer V	Supports and leads aspects of the design, test, operation, and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Experience conducting or supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6
Cyber Engineer VI	Leads and is responsible for the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. May perform system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Experience conducting or supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8
Cyber Engineer VII	Leads and is responsible for the design, test, operation and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. May perform analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Experience conducting or supporting penetration tests; analyzing policies and configurations for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10

Cyber Analyst I	Provides IT support for a wide range of fields. May perform system monitoring and analysis support for the detection of cyber incidents. Analyzes policies and configurations for compliance and overall security. Work is performed under supervision by more senior Cyber Engineer staff.	Associates	0
Cyber Analyst II	Provides IT support for a wide range of fields. May perform system analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Supports the analysis of policies and configurations for compliance and overall security. May assist with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience analyzing findings of supporting the collection of intrusion artifacts and. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1
Cyber Analyst III	Provides IT support for a wide range of fields. May perform system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security. May assist with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2
Cyber Analyst IV	Provides IT support for a wide range of fields. May performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security. May assist with the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
Cyber Analyst V	Provides IT support for a wide range of fields. May perform system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks and provides recommendations on how to correct findings. Conducts or leads the analysis of policies and configurations for compliance and overall security. May implement the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6

Cyber Analyst VI	Provides IT support for a wide range of fields. Leads and is responsible for system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Conducts or leads analysis of policies and configurations for compliance and overall security. May implement the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8
Cyber Analyst VII	Provides IT support for a wide range of fields. Leads and is responsible for analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Leads analysis of policies and configurations for compliance and overall security. May implement the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10
Information Assurance Specialist I	Responsibilities may include, but are not limited to, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Work is performed under supervision by more senior IA Specialist staff.	Associates	0
Information Assurance Specialist II	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require knowledge of firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security analysis applications, continuity of operations, and disaster recovery. Work is performed under supervision by more senior IA Specialist staff.	Bachelor's	1

Information Assurance Specialist III	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require knowledge of in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery.	Bachelor's	2
Information Assurance Specialist IV	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	4

Information Assurance Specialist V	Responsibilities may include, but are not limited to, leading portions of designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	6
Information Assurance Specialist VI	Responsibilities may include, but are not limited to, leading complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors more junior staff on technical tasks.	Bachelor's	8

Information Assurance Specialist VII	Responsibilities may include, but are not limited to, leading and being responsible for complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors and leads staff on technical tasks.	Bachelor's	10
Technician I	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Work is performed under supervision by more senior Technician staff. ANCILLARY	HS	0
Technician II	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. ANCILLARY	HS	1

Technician III	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. May mentor more junior staff on technical tasks. ANCILLARY	HS	2
Technician IV	Responsibilities may include, but are not limited to, leading portions of complex, specialized technical tasks in support of distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors more junior staff on technical tasks. ANCILLARY	HS	4
Technician V	Responsibilities may include, but are not limited to, leading and being responsible for complex specialized technical tasks in support of highly distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors and leads staff on technical tasks. ANCILLARY	HS	7
Program Support Specialist I	Responsibilities may include, but are not limited to, staff support services. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Coordinates meetings and appointments between program manager, client, and external parties. Resolves routine questions and problems and refers complex issues to higher levels. Work is performed under supervision by more senior Program Support Specialist staff. ANCILLARY	HS	0

Program Support Specialist II	Responsibilities may include, but are not limited to, staff support services. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves moderate-level questions and problems and refers the most complex issues to higher levels. Mentors more junior staff on program support tasks. ANCILLARY	HS	2
Program Support Specialist III	Responsibilities may include, but are not limited to, staff support services. Performs budget preparation and financial control activities. Prepares presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Develops reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client-specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves questions and problems regarding complex issues. Mentors and leads staff on program support tasks.	Associates	2
Program Manager I	Manages contract support operations for mission-critical, and strategic programs which may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	8
Program Manager II	Manages contract support operations for large, high value and/or high visibility programs which are complex, mission-critical, and strategic. Programs may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	10

Program Manager III	Manages contract support operations for enterprise-wide, high value, and/or high visibility programs which are complex, mission-critical, and strategic. Programs typically involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	12
Task Lead I	Performs day-to-day management of assigned delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables.	Bachelor's	4
Task Lead II	Performs day-to-day management of complex delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. May mentor more junior Task Leads on duties.	Bachelor's	7
Task Lead III	Performs day-to-day management of complex delivery order projects on large, enterprise level, high visibility, and/or high value programs, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. Mentors Task Leads on duties.	Bachelor's	9

IT Analyst I	Responsibilities may include, but are not limited to, applying technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	0
IT Analyst II	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	1
IT Analyst III	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Work is performed under supervision by more senior Analysts.	Bachelor's	1
IT Analyst IV	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	3
IT Analyst V	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	4

IT Analyst VI	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of moderate-complexity projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	6
IT Analyst VII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of complex projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	8
IT Analyst VIII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts one or more phases of complex projects.	Bachelor's	10
IT Analyst IX	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts major phases of significant projects.	Bachelor's	12

IT Analyst X	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Leads and is responsible for managing, planning, and conducting all phases of significant projects.	Bachelor's	15
Systems Design and Development Engineer I	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Associates	0
Systems Design and Development Engineer II	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Develops or modifies processes to solve problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Associates	1
Systems Design and Development Engineer III	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Bachelor's	1
Systems Design and Development Engineer IV	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	3

Systems Design and Development Engineer V	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for components of design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	4
Systems Design and Development Engineer VI	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for one or more components of design, development, engineering, integration, and architecture. Assists with managing, planning, and conducting major phases of significant projects. May mentor more junior engineering staff on technical tasks.	Bachelor's	6
Systems Design and Development Engineer VII	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for major sections of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	8
Systems Design and Development Engineer VIII	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for all aspects of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	10

Systems Design and Development Engineer IX	Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Integrates a broad range of complex solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Leads the technical management, planning, and execution of major phases of significant projects. Mentors engineering staff.	Bachelor's	11
Systems Design and Development Engineer X	Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Leads the integration of a broad range of complex solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Leads and is responsible for design, development, engineering, integration, and architecture. Has overall leadership and responsibility for all phases of significant projects. Leads and mentors engineering staff.	Bachelor's	15
Functional Specialist / Functional Expert I	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Advises the team with extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	4
Functional Specialist / Functional Expert II	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle, as needed, assists in the development of work products, and advises the team with the extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	7
Functional Specialist / Functional Expert III	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle, as needed, develops work products, and advises the team with the extensive knowledge of the specialization area. May lead sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	10

Functional Specialist / Functional Expert IV	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle. Leads and develops work products and advises the team with the extensive knowledge of the specialization area. Leads sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	15
Engineer Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
Engineer Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0
Engineer Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0
Analyst Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
Analyst Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0

Analyst Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0
HACS Engineer / Computer Scientist I	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Scope may include cloud based analytics and tool development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and life-cycle management. Work is performed under supervision by more senior Engineer/Computer staff members.	Bachelor's	0
HACS Engineer / Computer Scientist II	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; applied requirements development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management. Work is performed under supervision by more senior Engineer/Computer staff members.	Bachelor's	1
HACS Engineer / Computer Scientist	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis under moderate supervision. Scope may include cloud based analytics and tool development; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management. May mentor more junior staff on technical tasks.	Bachelor's	2

HACS Engineer / Computer Scientist IV	Responsibilities may include, but are not limited to, engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Plans and performs engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors junior staff on technical tasks.	Bachelor's	4
HACS Engineer / Computer Scientist V	Responsibilities may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Plans, performs, and is responsible for moderate-level engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors junior staff on technical tasks.	Bachelor's	6
HACS Engineer / Computer Scientist VI	Responsibilities may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Plans, performs, and is responsible for complex engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. In general, work complexity and responsibility will be greater at higher levels. Mentors mid-level staff on technical tasks.	Bachelor's	8

HACS Engineer / Computer Scientist VII	Responsibilities may include, but are not limited to, leading and being responsible for all aspects of complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Projects may be enterprise-wide and geographically distributed. Plans, performs, leads, and is responsible for all engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors staff on technical tasks.	Bachelor's	10
HACS Cyber Engineer I	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Assists with the test, operation and implementation of secure operating systems, networks, and database products. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	0
HACS Cyber Engineer II	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Assists with the design, test, operation and implementation of secure operating systems, networks, and database products. Experience supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience supporting vulnerability assessments and the collection of intrusion artifacts and analyzing findings. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1
HACS Cyber Engineer III	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports the design, test, operation and implementation of secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience assisting with risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2

HACS Cyber Engineer IV	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports and may lead aspects of the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience assisting with risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
HACS Cyber Engineer V	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports and leads aspects of the design, test, operation, and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6
HACS Cyber Engineer VI	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Leads and is responsible for the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8

HACS Cyber Engineer VII	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Leads and is responsible for the design, test, operation and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10
HACS Cyber Analyst	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents. Analyzes policies and configurations for compliance and overall security; assists with the 7-step RMF process to protect information, systems, and processes. Work is performed under supervision by more senior Cyber Engineer staff.	Associates	0
HACS Cyber Analyst	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience supporting the collection of intrusion artifacts and analyzing findings. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1
HACS Cyber Analyst	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2

HACS Cyber Analyst IV	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
HACS Cyber Analyst V	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks and provides recommendations on how to correct findings. Conducts or leads the analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6
HACS Cyber Analyst VI	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Leads and is responsible for system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Conducts or leads analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8
HACS Cyber Analyst VII	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Leads and is responsible for analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Leads analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10

HACS Information Assurance Specialist	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure secure systems; test security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Work is performed under supervision by more senior IA Specialist staff.	Associates	0
HACS Information Assurance Specialist II	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; test security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require knowledge of firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security analysis applications, continuity of operations, and disaster recovery. Work is performed under supervision by more senior IA Specialist staff.	Bachelor's	1

HACS Information Assurance Specialist III	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require knowledge of in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery.	Bachelor's	2
HACS Information Assurance Specialist IV	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	4

HACS Information Assurance Specialist V	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; test security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	6
HACS Information Assurance Specialist VI	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, leading complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; test security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors more junior staff on technical tasks.	Bachelor's	8

HACS Information Assurance Specialist VII	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, leading and being responsible for complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; test security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors and leads staff on technical tasks.	Bachelor's	10
HACS Technician I	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Work is performed under supervision by more senior Technician staff. ANCILLARY	HS	0
HACS Technician II	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. ANCILLARY	HS	1

HACS Technician III	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. May mentor more junior staff on technical tasks. ANCILLARY	HS	2
HACS Technician IV	Responsibilities may include, but are not limited to, leading portions of complex, specialized technical tasks in support of distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors more junior staff on technical tasks. ANCILLARY	HS	4
HACS Technician V	Responsibilities may include, but are not limited to, leading and being responsible for complex specialized technical tasks in support of highly distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors and leads staff on technical tasks. ANCILLARY	HS	7
HACS Program Support Specialist I	Responsibilities may include, but are not limited to, staff support services. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Coordinates meetings and appointments between program manager, client, and external parties. Resolves routine questions and problems and refers complex issues to higher levels. Work is performed under supervision by more senior Program Support Specialist staff. ANCILLARY	HS	0

HACS Program Support Specialist II	Responsibilities may include, but are not limited to, staff support services. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves moderate-level questions and problems and refers the most complex issues to higher levels. Mentors more junior staff on program support tasks. ANCILLARY	HS	2
HACS Program Support Specialist III	Responsibilities may include, but are not limited to, staff support services. Performs budget preparation and financial control activities. Prepares presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Develops reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves questions and problems regarding complex issues. Mentors and leads staff on program support tasks.	Associates	2
HACS Program Manager I	Manages contract support operations for mission-critical, and strategic programs which may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	8
HACS Program Manager II	Manages contract support operations for large, high value and/or high visibility programs which are complex, mission-critical, and strategic. Programs may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	10

HACS Program Manager III	Manages contract support operations for enterprise-wide, high value, and/or high visibility programs which are complex, mission-critical, and strategic. Programs typically involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	12
HACS Task Lead I	Performs day-to-day management of assigned delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables.	Bachelor's	4
HACS Task Lead II	Performs day-to-day management of complex delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. May mentor more junior Task Leads on duties.	Bachelor's	7
HACS Task Lead III	Performs day-to-day management of complex delivery order projects on large, enterprise level, high visibility, and/or high value programs, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. Mentors Task Leads on duties.	Bachelor's	9

HACS Analyst I	Responsibilities may include, but are not limited to, applying technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	0
HACS Analyst II	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	1
HACS Analyst III	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Work is performed under supervision by more senior Analysts.	Bachelor's	1
HACS Analyst IV	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	3
HACS Analyst V	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	4

HACS Analyst VI	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of moderate-complexity projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	6
HACS Analyst VII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of complex projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	8
HACS Analyst VIII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts one or more phases of complex projects.	Bachelor's	10
HACS Analyst IX	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts major phases of significant projects.	Bachelor's	12

HACS Analyst X	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Leads and is responsible for managing, planning, and conducting all phases of significant projects.	Bachelor's	15
HACS Systems Design and Development Engineer I	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Assists with the design, development, and/or integration. Work is performed under supervision by more senior engineering staff.	Bachelor's	0
HACS Systems Design and Development Engineer II	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. May develop or modify processes to solve problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Assists with the design, development, and/or integration. Work is performed under supervision by more senior engineering staff.	Bachelor's	1
HACS Systems Design and Development Engineer III	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. May develop or modify processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, and/or integration. Work is performed under supervision by more senior engineering staff.	Bachelor's	1

HACS Systems Design and Development Engineer IV	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	3
HACS Systems Design and Development Engineer V	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for components of design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	4
HACS Systems Design and Development Engineer VI	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for one or more components of design, development, engineering, integration, and architecture. Assists with managing, planning, and conducting major phases of significant projects. May mentor more junior engineering staff on technical tasks.	Bachelor's	6

HACS Systems Design and Development Engineer VII	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for major sections of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	8
HACS Systems Design and Development Engineer VIII	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for all aspects of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	10
HACS Systems Design and Development Engineer IX	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Integrates a broad range of complex solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Leads the technical management, planning, and execution of major phases of significant projects. Mentors engineering staff.	Bachelor's	11

HACS Systems Design and Development Engineer X	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Leads the integration of a broad range of complex solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Leads and is responsible for design, development, engineering, integration, and architecture. Has overall leadership and responsibility for all phases of significant projects. Leads and mentors engineering staff.	Bachelor's	15
HACS Functional Specialist / Functional Expert I	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Advises the team with extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	4
HACS Functional Specialist / Functional Expert II	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle, as needed, assists in the development of work products, and advises the team with the extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	7
HACS Functional Specialist / Functional Expert III	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle, as needed, develops work products, and advises the team with the extensive knowledge of the specialization area. May lead sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	10
HACS Functional Specialist / Functional Expert IV	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle. Leads and develops work products and advises the team with the extensive knowledge of the specialization area. Leads sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	15

HACS Engineer Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
HACS Engineer Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0
HACS Engineer Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0
HACS Analyst Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
HACS Analyst Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0
HACS Analyst Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0

HACS Engineer / Computer Scientist I	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Scope may include cloud based analytics and tool development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and life-cycle management. Work is performed under supervision by more senior Engineer/Computer staff members.	Bachelor's	0
HACS Engineer / Computer Scientist II	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; applied requirements development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management. Work is performed under supervision by more senior Engineer/Computer staff members.	Bachelor's	1
HACS Engineer / Computer Scientist III	Responsibilities may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis under moderate supervision. Scope may include cloud based analytics and tool development; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management. May mentor more junior staff on technical tasks.	Bachelor's	2

HACS Engineer / Computer Scientist IV	Responsibilities may include, but are not limited to, engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Plans and performs engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors junior staff on technical tasks.	Bachelor's	4
HACS Engineer / Computer Scientist V	Responsibilities may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Plans, performs, and is responsible for moderate-level engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors junior staff on technical tasks.	Bachelor's	6
HACS Engineer / Computer Scientist VI	Responsibilities may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Plans, performs, and is responsible for complex engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. In general, work complexity and responsibility will be greater at higher levels. Mentors mid-level staff on technical tasks.	Bachelor's	8

HACS Engineer / Computer Scientist VII	Responsibilities may include, but are not limited to, leading and being responsible for all aspects of complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which improve the cybersecurity posture of High Value Assets, enterprise-level systems and critical systems. Cyber System Engineering and Custom Computer Programming services are broad in nature and are concerned with the design, development, layout, and testing of information resources such as devices, software or systems. Projects may be enterprise-wide and geographically distributed. Plans, performs, leads, and is responsible for all engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management. Mentors staff on technical tasks.	Bachelor's	10
HACS Cyber Engineer I	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Assists with the test, operation and implementation of secure operating systems, networks, and database products. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	0
HACS Cyber Engineer II	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Assists with the design, test, operation and implementation of secure operating systems, networks, and database products. Experience supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience supporting vulnerability assessments and the collection of intrusion artifacts and analyzing findings. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1
HACS Cyber Engineer III	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports the design, test, operation and implementation of secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience assisting with risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2

HACS Cyber Engineer IV	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports and may lead aspects of the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience assisting with risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
HACS Cyber Engineer V	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports and leads aspects of the design, test, operation, and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6
HACS Cyber Engineer VI	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Leads and is responsible for the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8

HACS Cyber Engineer VII	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Leads and is responsible for the design, test, operation and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10
HACS Cyber Analyst	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents. Analyzes policies and configurations for compliance and overall security; assists with the 7-step RMF process to protect information, systems, and processes. Work is performed under supervision by more senior Cyber Engineer staff.	Associates	0
HACS Cyber Analyst	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience supporting the collection of intrusion artifacts and analyzing findings. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1
HACS Cyber Analyst	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2

HACS Cyber Analyst IV	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
HACS Cyber Analyst V	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks and provides recommendations on how to correct findings. Conducts or leads the analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6
HACS Cyber Analyst VI	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Leads and is responsible for system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Conducts or leads analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8
HACS Cyber Analyst VII	Provides highly adaptive cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Leads and is responsible for analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Leads analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10

HACS Information Assurance Specialist	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure secure systems; test security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Work is performed under supervision by more senior IA Specialist staff.	Associates	0
HACS Information Assurance Specialist II	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; test security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require knowledge of firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security analysis applications, continuity of operations, and disaster recovery. Work is performed under supervision by more senior IA Specialist staff.	Bachelor's	1

HACS Information Assurance Specialist III	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require knowledge of in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery.	Bachelor's	2
HACS Information Assurance Specialist IV	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	4

HACS Information Assurance Specialist V	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; test security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	6
HACS Information Assurance Specialist VI	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, leading complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and/or ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; test security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors more junior staff on technical tasks.	Bachelor's	8

HACS Information Assurance Specialist VII	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, information resource identification and protection, restoration of capabilities or services, network management, and backup and security services. Responsibilities may include, but are not limited to, leading and being responsible for complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected. May gather and organize technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. May configure and validate secure systems; test security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties may include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that may require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors and leads staff on technical tasks.	Bachelor's	10
HACS Technician I	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Work is performed under supervision by more senior Technician staff. ANCILLARY	HS	0
HACS Technician II	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. ANCILLARY	HS	1

HACS Technician III	Responsibilities may include, but are not limited to, specialized technical tasks in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. May mentor more junior staff on technical tasks. ANCILLARY	HS	2
HACS Technician IV	Responsibilities may include, but are not limited to, leading portions of complex, specialized technical tasks in support of distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors more junior staff on technical tasks. ANCILLARY	HS	4
HACS Technician V	Responsibilities may include, but are not limited to, leading and being responsible for complex specialized technical tasks in support of highly distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors and leads staff on technical tasks. ANCILLARY	HS	7
HACS Program Support Specialist I	Responsibilities may include, but are not limited to, staff support services. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Coordinates meetings and appointments between program manager, client, and external parties. Resolves routine questions and problems and refers complex issues to higher levels. Work is performed under supervision by more senior Program Support Specialist staff. ANCILLARY	HS	0

HACS Program Support Specialist II	Responsibilities may include, but are not limited to, staff support services. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves moderate-level questions and problems and refers the most complex issues to higher levels. Mentors more junior staff on program support tasks. ANCILLARY	HS	2
HACS Program Support Specialist III	Responsibilities may include, but are not limited to, staff support services. Performs budget preparation and financial control activities. Prepares presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Develops reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves questions and problems regarding complex issues. Mentors and leads staff on program support tasks.	Associates	2
HACS Program Manager I	Manages contract support operations for mission-critical, and strategic programs which may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	8
HACS Program Manager II	Manages contract support operations for large, high value and/or high visibility programs which are complex, mission-critical, and strategic. Programs may involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	10

HACS Program Manager III	Manages contract support operations for enterprise-wide, high value, and/or high visibility programs which are complex, mission-critical, and strategic. Programs typically involve multiple projects and groups of personnel at multiple locations. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	12
HACS Task Lead I	Performs day-to-day management of assigned delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables.	Bachelor's	4
HACS Task Lead II	Performs day-to-day management of complex delivery order projects, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. May mentor more junior Task Leads on duties.	Bachelor's	7
HACS Task Lead III	Performs day-to-day management of complex delivery order projects on large, enterprise level, high visibility, and/or high value programs, from original concept through final implementation. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. Mentors Task Leads on duties.	Bachelor's	9

HACS Analyst I	Responsibilities may include, but are not limited to, applying technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	0
HACS Analyst II	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	1
HACS Analyst III	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Work is performed under supervision by more senior Analysts.	Bachelor's	1
HACS Analyst IV	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	3
HACS Analyst V	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	4

HACS Analyst VI	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of moderate-complexity projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	6
HACS Analyst VII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of complex projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	8
HACS Analyst VIII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts one or more phases of complex projects.	Bachelor's	10
HACS Analyst IX	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts major phases of significant projects.	Bachelor's	12

HACS Analyst X	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Leads and is responsible for managing, planning, and conducting all phases of significant projects.	Bachelor's	15
HACS Systems Design and Development Engineer I	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Assists with the design, development, and/or integration. Work is performed under supervision by more senior engineering staff.	Bachelor's	0
HACS Systems Design and Development Engineer II	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. May develop or modify processes to solve problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Assists with the design, development, and/or integration. Work is performed under supervision by more senior engineering staff.	Bachelor's	1
HACS Systems Design and Development Engineer III	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. May develop or modify processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, and/or integration. Work is performed under supervision by more senior engineering staff.	Bachelor's	1

HACS Systems Design and Development Engineer IV	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	3
HACS Systems Design and Development Engineer V	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for components of design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	4
HACS Systems Design and Development Engineer VI	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for one or more components of design, development, engineering, integration, and architecture. Assists with managing, planning, and conducting major phases of significant projects. May mentor more junior engineering staff on technical tasks.	Bachelor's	6

HACS Systems Design and Development Engineer VII	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for major sections of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	8
HACS Systems Design and Development Engineer VIII	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for all aspects of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	10
HACS Systems Design and Development Engineer IX	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Integrates a broad range of complex solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Leads the technical management, planning, and execution of major phases of significant projects. Mentors engineering staff.	Bachelor's	11

HACS Systems Design and Development Engineer X	Provides support for a wide range of fields that may include but are not limited to: highly adaptive cybersecurity services, Custom Computer Programming of cyber tools, applications and networked solutions, Cyber Systems Design and Development, and secure web hosting design. Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Leads the integration of a broad range of complex solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Leads and is responsible for design, development, engineering, integration, and architecture. Has overall leadership and responsibility for all phases of significant projects. Leads and mentors engineering staff.	Bachelor's	15
HACS Functional Specialist / Functional Expert I	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Advises the team with extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	4
HACS Functional Specialist / Functional Expert II	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle, as needed, assists in the development of work products, and advises the team with the extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	7
HACS Functional Specialist / Functional Expert III	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle, as needed, develops work products, and advises the team with the extensive knowledge of the specialization area. May lead sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	10
HACS Functional Specialist / Functional Expert IV	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Participates in all phases of the project lifecycle. Leads and develops work products and advises the team with the extensive knowledge of the specialization area. Leads sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	15

HACS Engineer Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
HACS Engineer Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0
HACS Engineer Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0
HACS Analyst Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
HACS Analyst Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0
HACS Analyst Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0

Health IT Engineer / Computer Scientist I	Services performed may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Scope may include cloud based analytics and tool development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, and other business systems in support of Healthcare IT. Work is performed under supervision by more senior Engineer/Computer staff members.	Associates	0
Health IT Engineer / Computer Scientist II	Services performed may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; applied requirements development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Work is performed under supervision by more senior Engineer/Computer staff members.	Bachelor's	1
Health IT Engineer / Computer Scientist III	Services performed may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis under moderate supervision. Scope may include cloud based analytics and tool development; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. May mentor more junior staff on technical tasks.	Bachelor's	2

Health IT Engineer / Computer Scientist IV	Services performed may include, but are not limited to, engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans and performs engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Mentors junior staff on technical tasks.	Bachelor's	4
Health IT Engineer / Computer Scientist V	Services performed may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans, performs, and is responsible for moderate-level engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Mentors junior staff on technical tasks.	Bachelor's	6

Health IT Engineer / Computer Scientist VI	Services performed may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans, performs, and is responsible for complex engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. In general, work complexity and responsibility will be greater at higher levels. Mentors mid-level staff on technical tasks.	Bachelor's	8
Health IT Engineer / Computer Scientist VII	Services performed may include, but are not limited to, leading and being responsible for all aspects of complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Projects may be enterprise-wide and geographically distributed. Plans, performs, leads, and is responsible for all engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Mentors staff on technical tasks.	Bachelor's	10
Health IT Cyber Engineer I	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Assists with the test, operation and implementation of secure operating systems, networks, and database products. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	0

Health IT Cyber Engineer II	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Assists with the design, test, operation and implementation of secure operating systems, networks, and database products. Experience supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience supporting vulnerability assessments and the collection of intrusion artifacts and analyzing findings. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1
Health IT Cyber Engineer III	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports the design, test, operation and implementation of secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience assisting with risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2
Health IT Cyber Engineer IV	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports and may lead aspects of the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience assisting with risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
Health IT Cyber Engineer V	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports and leads aspects of the design, test, operation, and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6

Health IT Cyber Engineer VI	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Leads and is responsible for the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8
Health IT Cyber Engineer VII	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Leads and is responsible for the design, test, operation and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10
Health IT Cyber Analyst I	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents. Analyzes policies and configurations for compliance and overall security; assists with the 7-step RMF process to protect information, systems, and processes. Work is performed under supervision by more senior Cyber Engineer staff.	Associates	0
Health IT Cyber Analyst II	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience supporting the collection of intrusion artifacts and analyzing findings. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1

Health IT Cyber Analyst III	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2
Health IT Cyber Analyst IV	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
Health IT Cyber Analyst V	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks and provides recommendations on how to correct findings. Conducts or leads the analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6
Health IT Cyber Analyst VI	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Leads and is responsible for system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Conducts or leads analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8

Health IT Cyber Analyst VII	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Leads and is responsible for analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Leads analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10
Health IT Information Assurance Specialist I	Responsibilities may include, but are not limited to, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Work is performed under supervision by more senior IA Specialist staff.	Associates	0
Health IT Information Assurance Specialist II	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require knowledge of firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security analysis applications, continuity of operations, and disaster recovery. Work is performed under supervision by more senior IA Specialist staff.	Bachelor's	1

Health IT Information Assurance Specialist III	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require knowledge of in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery.	Bachelor's	2
Health IT Information Assurance Specialist IV	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	4

Health IT Information Assurance Specialist V	Responsibilities may include, but are not limited to, leading portions of designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	6
Health IT Information Assurance Specialist VI	Responsibilities may include, but are not limited to, leading complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors more junior staff on technical tasks.	Bachelor's	8

Health IT Information Assurance Specialist VII	Responsibilities may include, but are not limited to, leading and being responsible for complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors and leads staff on technical tasks.	Bachelor's	10
Health IT Technician I	Responsibilities may include, but are not limited to, specialized technical tasks related to Medical Systems and Applications in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Work is performed under supervision by more senior Technician staff. ANCILLARY	HS	0
Health IT Technician	Responsibilities may include, but are not limited to, specialized technical tasks related to Medical Systems and Applications in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. ANCILLARY	HS	1

Health IT Technician	Responsibilities may include, but are not limited to, specialized technical tasks related to Medical Systems and Applications in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. May mentor more junior staff on technical tasks. ANCILLARY	HS	2
Health IT Technician IV	Responsibilities may include, but are not limited to, leading portions of complex, specialized technical tasks related to Medical Systems and Applications in support of distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors more junior staff on technical tasks. ANCILLARY	HS	4
Health IT Technician V	Responsibilities may include, but are not limited to, leading and being responsible for complex specialized technical tasks related to Medical Systems and Applications in support of highly distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors and leads staff on technical tasks. ANCILLARY	HS	7
Health IT Program Support Specialist I	Responsibilities may include staff support services. Scope may include but is not limited to Medical Systems, DoD Medical Operation Requirements, and other systems. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Coordinates meetings and appointments between program manager, client, and external parties. Resolves routine questions and problems and refers complex issues to higher levels. Work is performed under supervision by more senior Program Support Specialist staff. ANCILLARY	HS	0

Health IT Program Support Specialist II	Responsibilities may include staff support services. Scope may include but is not limited to HIPAA requirements, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, HIPAA law, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves moderate-level questions and problems and refers the most complex issues to higher levels. Mentors more junior staff on program support tasks. ANCILLARY	HS	2
Health IT Program Support Specialist III	Responsibilities may include staff support services. Scope may include but is not limited to HIPAA requirements, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, HIPAA law, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Performs budget preparation and financial control activities. Prepares presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Develops reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves questions and problems regarding complex issues. Mentors and leads staff on program support tasks.	Associates	0
Health IT Program Manager I	Manages contract support operations for mission-critical, and strategic programs which may involve multiple projects and groups of personnel at multiple locations. Scope may include but is not limited to HIPAA requirements, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, HIPAA law, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	8

Health IT Program Manager II	Manages contract support operations for large, high value and/or high visibility programs which are complex, mission-critical, and strategic. Programs may involve multiple projects and groups of personnel at multiple locations. Scope may include but is not limited to HIPAA requirements, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, HIPAA law, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	10
Health IT Program Manager III	Manages contract support operations for enterprise-wide, high value, and/or high visibility programs which are complex, mission-critical, and strategic. Programs typically involve multiple projects and groups of personnel at multiple locations. Scope may include but is not limited to HIPAA requirements, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, HIPAA law, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	12
Health IT Task Lead	Performs day-to-day management of assigned delivery order projects, from original concept through final implementation. Scope may include but is not limited to HIPAA requirements, Medical Systems, Medical Applications, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables.	Bachelor's	4

Health IT Task Lead	Performs day-to-day management of complex delivery order projects, from original concept through final implementation. Scope may include but is not limited to HIPAA requirements, Medical Systems, Medical Applications, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. May mentor more junior Task Leads on duties.	Bachelor's	7
Health IT Task Lead	Performs day-to-day management of complex delivery order projects on large, enterprise level, high visibility, and/or high value programs, from original concept through final implementation. Scope may include but is not limited to HIPAA requirements, Medical Systems, Medical Applications, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. Mentors Task Leads on duties.	Bachelor's	9
Health IT Analyst I	Responsibilities may include, but are not limited to, applying technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	0
Health IT Analyst II	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	1

Health IT Analyst III	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Work is performed under supervision by more senior Analysts.	Bachelor's	1
Health IT Analyst IV	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	3
Health IT Analyst V	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	4

Health IT Analyst VI	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of moderate-complexity projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	6
Health IT Analyst VII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of complex projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	8
Health IT Analyst VIII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts one or more phases of complex projects.	Bachelor's	10

Health IT Analyst IX	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts major phases of significant projects.	Bachelor's	12
Health IT Analyst X	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Leads and is responsible for managing, planning, and conducting all phases of significant projects.	Bachelor's	15
Health IT Systems Design and Development Engineer I	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Associates	0
Health IT Systems Design and Development Engineer II	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Develops or modifies processes to solve problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Associates	1
Health IT Systems Design and Development Engineer III	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Bachelor's	2

Health IT Systems Design and Development Engineer IV	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	3
Health IT Systems Design and Development Engineer V	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for components of design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	4
Health IT Systems Design and Development Engineer VI	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for one or more components of design, development, engineering, integration, and architecture. Assists with managing, planning, and conducting major phases of significant projects. May mentor more junior engineering staff on technical tasks.	Bachelor's	6

Health IT Systems Design and Development Engineer VII	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for major sections of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	8
Health IT Systems Design and Development Engineer VIII	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for all aspects of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	10
Health IT Systems Design and Development Engineer IX	Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Integrates a broad range of complex solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Leads the technical management, planning, and execution of major phases of significant projects. Mentors engineering staff.	Bachelor's	11

Health IT Systems Design and Development Engineer X	Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Leads the integration of a broad range of complex solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Leads and is responsible for design, development, engineering, integration, and architecture. Has overall leadership and responsibility for all phases of significant projects. Leads and mentors engineering staff.	Bachelor's	15
Health IT Functional Specialist / Functional Expert I	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Areas may include but are not limited to HIPAA requirements, HIPAA Law, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Service Oriented Architectures, Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Advises the team with extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	4
Health IT Functional Specialist / Functional Expert II	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Areas may include but are not limited to HIPAA requirements, HIPAA Law, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Service Oriented Architectures, Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Participates in all phases of the project lifecycle, as needed, assists in the development of work products, and advises the team with the extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	7

Health IT Functional Specialist / Functional Expert III	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Areas may include but are not limited to HIPAA requirements, HIPAA Law, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Service Oriented Architectures, Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Participates in all phases of the project lifecycle, as needed, develops work products, and advises the team with the extensive knowledge of the specialization area. May lead sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	10
Health IT Functional Specialist / Functional Expert IV	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Areas may include but are not limited to HIPAA requirements, HIPAA Law, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Service Oriented Architectures, Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Participates in all phases of the project lifecycle. Leads and develops work products and advises the team with the extensive knowledge of the specialization area. Leads sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	15
Health IT Engineer Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine projects, programs, policies, and procedures. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
Health IT Engineer Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0
Health IT Engineer Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0

Health IT Analyst Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine projects, programs, policies, and procedures. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
Health IT Analyst Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0
Health IT Analyst Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0
Health IT Engineer / Computer Scientist I	Services performed may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Scope may include cloud based analytics and tool development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Work is performed under supervision by more senior Engineer/Computer staff members.	Associates	0
Health IT Engineer / Computer Scientist II	Services performed may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; applied requirements development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Work is performed under supervision by more senior Engineer/Computer staff members.	Bachelor's	1

Health IT Engineer / Computer Scientist III	Services performed may include, but are not limited to, engineering and scientific tasks in prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Performs engineering/programming, scientific research, studies, and analysis under moderate supervision. Scope may include cloud based analytics and tool development; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. May mentor more junior staff on technical tasks.	Bachelor's	2
Health IT Engineer / Computer Scientist IV	Services performed may include, but are not limited to, engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans and performs engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Mentors junior staff on technical tasks.	Bachelor's	4
Health IT Engineer / Computer Scientist V	Services performed may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans, performs, and is responsible for moderate-level engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Mentors junior staff on technical tasks.	Bachelor's	6

Health IT Engineer / Computer Scientist VI	Services performed may include, but are not limited to, complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Plans, performs, and is responsible for complex engineering/programming, scientific research, studies, and analysis that may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. In general, work complexity and responsibility will be greater at higher levels. Mentors mid-level staff on technical tasks.	Bachelor's	8
Health IT Engineer / Computer Scientist VII	Services performed may include, but are not limited to, leading and being responsible for all aspects of complex engineering and scientific tasks in planning, prototyping, development, production, operations and maintenance environments which are broad in nature and are concerned with the design, development, layout, and testing of devices, software or systems. Projects may be enterprise-wide and geographically distributed. Plans, performs, leads, and is responsible for all engineering/programming, scientific research, studies, and analysis. Scope may include cloud based analytics and tool development; technology planning; applied systems architecture development and integration; applied requirements development; concept development; data structure design; systems and software design, application programming, script development, development and integration; test and evaluation; systems operation; control of systems and components; integrated logistics support; modeling and simulation; configuration management; systems and mission engineering; systems acquisition; and life-cycle management in support of Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Mentors staff on technical tasks.	Bachelor's	10
Health IT Cyber Engineer I	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Assists with the test, operation and implementation of secure operating systems, networks, and database products. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	0

Health IT Cyber Engineer II	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Assists with the design, test, operation and implementation of secure operating systems, networks, and database products. Experience supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience supporting vulnerability assessments and the collection of intrusion artifacts and analyzing findings. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1
Health IT Cyber Engineer III	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports the design, test, operation and implementation of secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience assisting with risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2
Health IT Cyber Engineer IV	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports and may lead aspects of the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience assisting with risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
Health IT Cyber Engineer V	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Supports and leads aspects of the design, test, operation, and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6

Health IT Cyber Engineer VI	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Leads and is responsible for the design, test, operation and implementation of moderately complex secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of RMF security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8
Health IT Cyber Engineer VII	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Vulnerability Assessments, Cyber Hunt, and Penetration Testing. Leads and is responsible for the design, test, operation and implementation of highly complex, distributed and/or enterprise level secure operating systems, networks, and database products. Experience conducting or supporting penetration tests. Experience with implementing solutions for compliance and overall security; selecting or assisting with selection of security controls to protect information, systems, and processes. Experience performing risk and vulnerability assessments, Cyber Hunt activities, and collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10
Health IT Cyber Analyst I	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents. Analyzes policies and configurations for compliance and overall security; assists with the 7-step RMF process to protect information, systems, and processes. Work is performed under supervision by more senior Cyber Engineer staff.	Associates	0
Health IT Cyber Analyst II	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience supporting the collection of intrusion artifacts and analyzing findings. Work is performed under supervision by more senior Cyber Engineer staff.	Bachelor's	1

Health IT Cyber Analyst III	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including recommending RMF security controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; and correlating data to identify attack method and vulnerabilities exploited.	Bachelor's	2
Health IT Cyber Analyst IV	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents and provides recommendations on how to correct findings. Conducts or supports the analysis of policies and configurations for compliance and overall security; assists with the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor more junior staff on technical tasks.	Bachelor's	4
Health IT Cyber Analyst V	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Performs system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks and provides recommendations on how to correct findings. Conducts or leads the analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. May mentor junior staff on technical tasks.	Bachelor's	6
Health IT Cyber Analyst VI	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Leads and is responsible for system monitoring and analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Conducts or leads analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors more junior staff on technical tasks.	Bachelor's	8

Health IT Cyber Analyst VII	Provides cybersecurity support for a wide range of fields that may include but are not limited to RMF services, Incident Detection and Response, virus detection, SOC services, and secure web hosting. Leads and is responsible for analysis support for the detection of cyber incidents on highly complex, distributed and/or enterprise level systems and networks. Provides recommendations on how to correct findings. Leads analysis of policies and configurations for compliance and overall security; implements the 7-step RMF process including implementing controls to protect information, systems, and processes. Experience collecting intrusion artifacts; analyzing findings to create mitigation strategies; performing command and control functions in response to incidents; correlating data to identify attack method and vulnerabilities exploited; recommending strategies and changes to minimize future attacks. Mentors and leads staff on technical tasks.	Bachelor's	10
Health IT Information Assurance Specialist I	Responsibilities may include, but are not limited to, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Work is performed under supervision by more senior IA Specialist staff.	Associates	0
Health IT Information Assurance Specialist II	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require knowledge of firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security analysis applications, continuity of operations, and disaster recovery. Work is performed under supervision by more senior IA Specialist staff.	Bachelor's	1

Health IT Information Assurance Specialist III	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require knowledge of in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery.	Bachelor's	2
Health IT Information Assurance Specialist IV	Responsibilities may include, but are not limited to, designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	4

Health IT Information Assurance Specialist V	Responsibilities may include, but are not limited to, leading portions of designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. May mentor more junior staff on technical tasks.	Bachelor's	6
Health IT Information Assurance Specialist VI	Responsibilities may include, but are not limited to, leading complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors more junior staff on technical tasks.	Bachelor's	8

Health IT Information Assurance Specialist VII	Responsibilities may include, but are not limited to, leading and being responsible for complex distributed, and/or enterprise level tasks for designing, developing, engineering, and implementing cyber-integrated security system solutions that will ensure proprietary/confidential data and systems are protected, and for compliance with Federal, State, and other applicable cyber standards including FISMA and HIPAA Information Assurance requirements. Gathers and organizes technical information about an organization's mission goals and needs, existing security products, and ongoing programs in computer security in the strategic design process to translate cybersecurity and business requirements into technical designs. Configures and validates secure systems; tests security products and systems to detect security weakness. Conducts regular audits to ensure that systems are being operated securely, and computer security policies and procedures are being implemented as defined in security plans. Duties include architecture design, system/network analysis, vulnerability and risk assessments, and security assessment of hardware and software. Performs duties on tasks that require expertise in firewall, cyber, cloud computing, implementation/configuration, physical security analysis of facilities, security assessment/risk analysis, security design of local area networks and wide area networks, security analysis of network operating systems and applications, continuity of operations, planning, policy development and disaster recovery. Mentors and leads staff on technical tasks.	Bachelor's	10
Health IT Technician I	Responsibilities may include, but are not limited to, specialized technical tasks related to Medical Systems and Applications in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Work is performed under supervision by more senior Technician staff. ANCILLARY	HS	0
Health IT Technician	Responsibilities may include, but are not limited to, specialized technical tasks related to Medical Systems and Applications in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Assists in monitoring and responding to technical, hardware, software, and systems problems utilizing various tools and techniques. Assists in identifying and diagnosing problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. ANCILLARY	HS	1

Health IT Technician	Responsibilities may include, but are not limited to, specialized technical tasks related to Medical Systems and Applications in support of business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. May mentor more junior staff on technical tasks. ANCILLARY	HS	2
Health IT Technician IV	Responsibilities may include, but are not limited to, leading portions of complex, specialized technical tasks related to Medical Systems and Applications in support of distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors more junior staff on technical tasks. ANCILLARY	HS	4
Health IT Technician V	Responsibilities may include, but are not limited to, leading and being responsible for complex specialized technical tasks related to Medical Systems and Applications in support of highly distributed and/or enterprise level business operations and management of the IT infrastructure, including IT administration, hardware and software support, installation, configuration, maintenance, testing, security, electrical, mechanical, facilities, and help desk support. Monitors and responds to technical, hardware, software, and systems problems utilizing various tools and techniques. Identifies and diagnoses problems and factors affecting performance in accordance with operating procedures and guidelines. Performs surveillance, testing, analysis, and maintenance of components. Responds to trouble calls and escalates problems following established protocol. Tracks problem resolution to completion. Mentors and leads staff on technical tasks. ANCILLARY	HS	7
Health IT Program Support Specialist I	Responsibilities may include staff support services. Scope may include but is not limited to Medical Systems, DoD Medical Operation Requirements, and other systems. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Coordinates meetings and appointments between program manager, client, and external parties. Resolves routine questions and problems and refers complex issues to higher levels. Work is performed under supervision by more senior Program Support Specialist staff. ANCILLARY	HS	0

Health IT Program Support Specialist II	Responsibilities may include staff support services. Scope may include but is not limited to HIPAA requirements, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, HIPAA law, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Assists in budget preparation and financial control activities. Assists in the preparation of presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Assists in the development of reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves moderate-level questions and problems and refers the most complex issues to higher levels. Mentors more junior staff on program support tasks. ANCILLARY	HS	2
Health IT Program Support Specialist III	Responsibilities may include staff support services. Scope may include but is not limited to HIPAA requirements, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, HIPAA law, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Performs budget preparation and financial control activities. Prepares presentations and control of records, statistics, and reports regarding operations, financial tracking, and personnel changes using various databases and programs. Develops reports and presentations using software packages for word processing, spreadsheets, database, desktop publishing and graphics. Composes, prepares, edits and proofreads letters, reports and other correspondence. Administers client- specific programs, projects, and/or processes. Serves as liaison regarding administrative issues related to purchasing, personnel, facilities, and operations. Coordinates meetings and appointments between program manager, client, and external parties. Resolves questions and problems regarding complex issues. Mentors and leads staff on program support tasks.	Associates	0
Health IT Program Manager I	Manages contract support operations for mission-critical, and strategic programs which may involve multiple projects and groups of personnel at multiple locations. Scope may include but is not limited to HIPAA requirements, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, HIPAA law, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	8

Health IT Program Manager II	Manages contract support operations for large, high value and/or high visibility programs which are complex, mission-critical, and strategic. Programs may involve multiple projects and groups of personnel at multiple locations. Scope may include but is not limited to HIPAA requirements, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, HIPAA law, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules, and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	10
Health IT Program Manager III	Manages contract support operations for enterprise-wide, high value, and/or high visibility programs which are complex, mission-critical, and strategic. Programs typically involve multiple projects and groups of personnel at multiple locations. Scope may include but is not limited to HIPAA requirements, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, HIPAA law, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven leadership skills to organize, direct, and deploy resources with broad technical, business, and industry expertise. Oversees program budget, schedules and all aspect of financial management of the program. Effectively manages funds, personnel, production standards, and resources (equipment and facilities) and ensures quality and timely delivery of all contractual items. Serves as focal point of contact with client regarding all program activities.	Bachelor's	12
Health IT Task Lead	Performs day-to-day management of assigned delivery order projects, from original concept through final implementation. Scope may include but is not limited to HIPAA requirements, Medical Systems, Medical Applications, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables.	Bachelor's	4

Health IT Task Lead	Performs day-to-day management of complex delivery order projects, from original concept through final implementation. Scope may include but is not limited to HIPAA requirements, Medical Systems, Medical Applications, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. May mentor more junior Task Leads on duties.	Bachelor's	7
Health IT Task Lead	Performs day-to-day management of complex delivery order projects on large, enterprise level, high visibility, and/or high value programs, from original concept through final implementation. Scope may include but is not limited to HIPAA requirements, Medical Systems, Medical Applications, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Enterprise Systems, Service Oriented Architectures, and other Strategic Planning. Utilizes proven skills in those technical areas addressed by the delivery order to analyze new and complex project related problems and create innovative solutions involving financial management, scheduling, technology, methodology, tools, and solution components. Organizes, directs, and coordinates the planning and production of all activities associated with assigned delivery order projects. Defines project scope and objectives including developing detailed work plans, schedules, project estimates, resource plans, status reports, and project and financial tracking and analysis. Conducts project meetings and ensures quality standards. Provides technical and strategic guidance to project team and reviews project deliverables. Mentors Task Leads on duties.	Bachelor's	9
Health IT Analyst I	Responsibilities may include, but are not limited to, applying technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	0
Health IT Analyst II	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Work is performed under supervision by more senior Analysts.	Associates	1

Health IT Analyst III	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Work is performed under supervision by more senior Analysts.	Bachelor's	1
Health IT Analyst IV	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	3
Health IT Analyst V	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. May mentor more junior Analysts in their technical tasks.	Bachelor's	4

Health IT Analyst VI	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems, and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of moderate-complexity projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	6
Health IT Analyst VII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts phases of complex projects. Mentors more junior Analysts in their technical tasks.	Bachelor's	8
Health IT Analyst VIII	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts one or more phases of complex projects.	Bachelor's	10

Health IT Analyst IX	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Manages, plans, and conducts major phases of significant projects.	Bachelor's	12
Health IT Analyst X	Responsibilities may include, but are not limited to, applying management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications. Leads and is responsible for managing, planning, and conducting all phases of significant projects.	Bachelor's	15
Health IT Systems Design and Development Engineer I	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Associates	0
Health IT Systems Design and Development Engineer II	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Develops or modifies processes to solve problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Associates	1
Health IT Systems Design and Development Engineer III	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results using innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, and integration. Work is performed under supervision by more senior engineering staff.	Bachelor's	2

Health IT Systems Design and Development Engineer IV	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops, or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Assists with the design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	3
Health IT Systems Design and Development Engineer V	Responsibilities may include, but are not limited to, contributing to a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for components of design, development, engineering, integration, and architecture. May mentor more junior engineering staff on technical tasks.	Bachelor's	4
Health IT Systems Design and Development Engineer VI	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for one or more components of design, development, engineering, integration, and architecture. Assists with managing, planning, and conducting major phases of significant projects. May mentor more junior engineering staff on technical tasks.	Bachelor's	6

Health IT Systems Design and Development Engineer VII	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for major sections of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	8
Health IT Systems Design and Development Engineer VIII	Responsibilities may include, but are not limited to, contributing to overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for all aspects of design, development, engineering, integration, and architecture. Manages, plans, and conducts major phases of significant projects. Mentors more junior engineering staff on technical tasks.	Bachelor's	10
Health IT Systems Design and Development Engineer IX	Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Integrates a broad range of complex solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Leads the technical management, planning, and execution of major phases of significant projects. Mentors engineering staff.	Bachelor's	11

Health IT Systems Design and Development Engineer X	Responsibilities may include, but are not limited to, contributing to overall strategic vision for significant programs. Leads the integration of a broad range of complex solutions in support of client requirements for IT projects for Medical Systems and Applications, Healthcare Enterprise systems, Healthcare Financial Systems, and other Healthcare systems. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Leads and is responsible for design, development, engineering, integration, and architecture. Has overall leadership and responsibility for all phases of significant projects. Leads and mentors engineering staff.	Bachelor's	15
Health IT Functional Specialist / Functional Expert I	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Areas may include but are not limited to HIPAA requirements, HIPAA Law, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Service Oriented Architectures, Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Advises the team with extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	4
Health IT Functional Specialist / Functional Expert II	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Areas may include but are not limited to HIPAA requirements, HIPAA Law, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Service Oriented Architectures, Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Participates in all phases of the project lifecycle, as needed, assists in the development of work products, and advises the team with the extensive knowledge of the specialization area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	7

Health IT Functional Specialist / Functional Expert III	Provides task-unique functional expertise and in-depth knowledge necessary to interpret complex requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Areas may include but are not limited to HIPAA requirements, HIPAA Law, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Service Oriented Architectures, Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Participates in all phases of the project lifecycle, as needed, develops work products, and advises the team with the extensive knowledge of the specialization area. May lead sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	10
Health IT Functional Specialist / Functional Expert IV	Provides task-unique functional expertise and in-depth knowledge necessary to interpret requirements, ensure responsiveness and achieve successful performance in a business, operational, engineering, mathematics, or scientific area. Areas may include but are not limited to HIPAA requirements, HIPAA Law, Medical Systems, DoD Medical Operation Requirements, Enterprise Strategic Planning, FISMA and HIPAA Information Assurance requirements, Service Oriented Architectures, Healthcare ERPs, Healthcare Enterprise systems, Healthcare Financial Systems, Healthcare applications and services, other Healthcare Systems, and other business systems in support of Healthcare IT. Participates in all phases of the project lifecycle. Leads and develops work products and advises the team with the extensive knowledge of the specialization area. Leads sections of a project or program in their specialty area. This labor category is designed for other than Information Technology functional expertise, but the expertise is required to support an IT task.	Bachelor's	15
Health IT Engineer Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine projects, programs, policies, and procedures. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
Health IT Engineer Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0
Health IT Engineer Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with creation of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0

Health IT Analyst Trainee I	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine projects, programs, policies, and procedures. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an entry level intern position for students enrolled in HS. ANCILLARY	enrolled in HS	0
Health IT Analyst Trainee II	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an intermediate level intern position for students that have completed HS and are enrolled in college. ANCILLARY	HS	0
Health IT Analyst Trainee III	Performs duties under direct supervision in a specific core competency or business function of the organization that aligns with the intern's chosen field of study. Assists with a wide range of duties in the field. Assists with analysis of routine or new projects, programs, policies, and procedures with a low to moderate levels of complexity. Performs assigned intern projects for Healthcare IT and follows them to completion. Supports more experienced personnel. This is an advanced level intern position for students that have completed HS, are enrolled in college, and have completed 1-2 years of college. ANCILLARY	HS	0

Degree/Experience Equivalency

The labor category definitions in our Pricelist describe the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for 1 year of education, and vice versa. In addition, job-related certifications, professional licenses, and vocational technical training may be substituted for experience or education with the written approval of the ordering activity.

Experience Equivalence*	Other Equivalence	
1-year relevant experience	Vocational or technical training in work-related field, or Professional certification/license	
Associate's degree + 2 years relevant experience, or 4 years relevant experience	Professional certification/license	
Bachelor's + 2 years relevant experience, or Associate's + 4 years relevant experience	Professional certification/license	
Master's + 2 years relevant experience, or Bachelor's + 4 years relevant experience	Professional certification/license	
	1-year relevant experience Associate's degree + 2 years relevant experience, or 4 years relevant experience Bachelor's + 2 years relevant experience, or Associate's + 4 years relevant experience Master's + 2 years relevant experience, or Bachelor's +	

^{*} Successful completion of each year of higher education that has not yet resulted in a degree may be counted 1-for-1 for a year of experience.

Staff must meet the minimum qualifications of the labor categories as defined or qualify via the experience equivalence outlined above. COLSA Corporation may, at our discretion, map staff that exceed the minimum associated with each labor category. Labor category qualifications set the minimum requirement necessary to qualify to perform services. The labor category qualifications do not set an education or experience ceiling.

Further, both parties recognize that, on occasion, there may be a need to waive the requirements in order to use the best individual for the task. Therefore, waivers to the education/experience requirements may be granted by either the task order contracting officer or contracting officer technical representative. If such a waiver is included in our proposal, award of said proposal shall be deemed a grant of the waiver.

SCA/SCLS Matrix

SCLS Eligible Contract Labor Category/Fixed Price Service	SCLS Equivalent Code Title	WD Number
None		

The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (*) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

^{*} These are minimum requirements, staff that exceed these education and experience requirements may be aligned to the labor categories at COLSA Corporation's discretion.